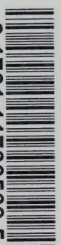



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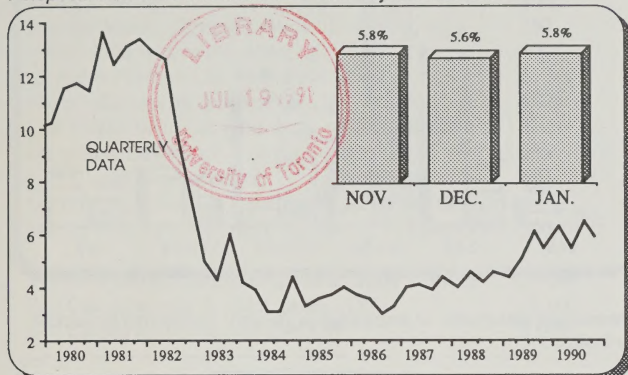
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THE WAGE SETTLEMENTS BULLETIN

March 1991
Volume 2, Issue 3

Perspective on base rate increases from major settlements

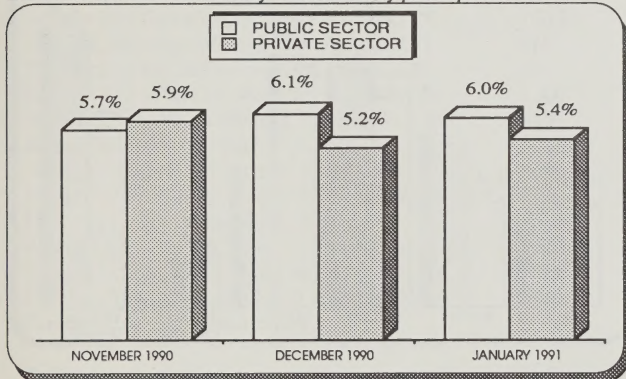


JANUARY 1991

•The average increase in base rates arising from **January** settlements was **5.8** per cent, up from a revised 5.6 per cent in December but lower than the 5.9 per cent recorded in the fourth quarter 1990.

•There were 32 settlements reached in January, covering 78,900 employees. (The monthly average in 1990 was 40 agreements and 94,000 employees.)

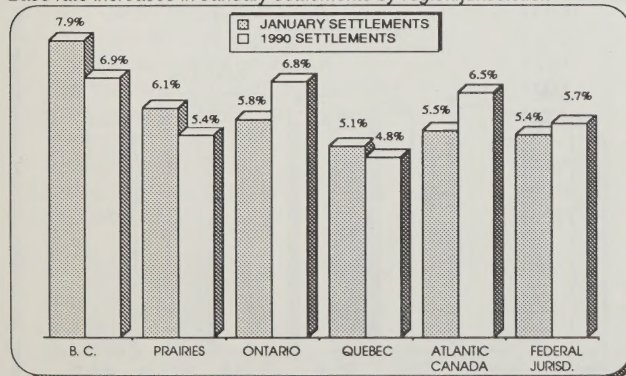
Base rate increases in January settlements by public/private sector



•The average base rate increase for **public** sector settlements in January was 6.0 per cent. The largest single settlement involved nurses in Manitoba who settled for a 6.6 per cent average increase.

•The average for the **private** sector was 5.4 per cent. Increases in the Primary, Manufacturing, and Transportation and Communication sectors each averaged 5.4 per cent. There were no major settlements in the Construction or Trade Sectors.

Base rate increases in January settlements by region/jurisdiction



•On a regional basis, settlements were highest in British Columbia at 7.9 per cent. Among them were several teachers settlements ranging from 7.0 to 9.5 per cent. Base rate increases in other regions were as follows:

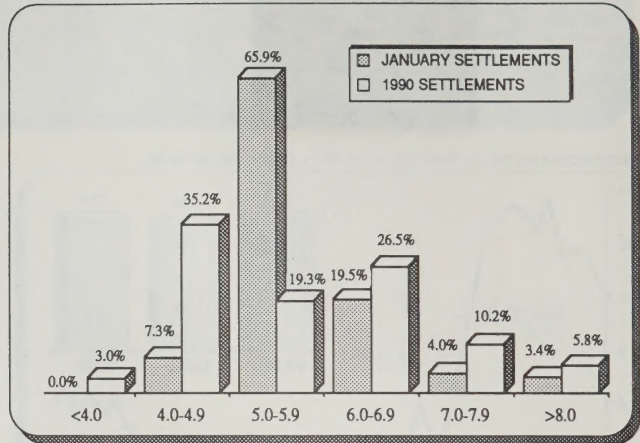
-Prairies 6.1% -Quebec 5.1%
-Ontario 5.8% -Atlantic Canada 5.5%

•Settlements in the Federal jurisdiction averaged 5.4 per cent. Private sector settlements within the jurisdiction also averaged 5.4 per cent. A single settlement for 935 employees under the PSSRA provided an increase of 4.8 per cent.

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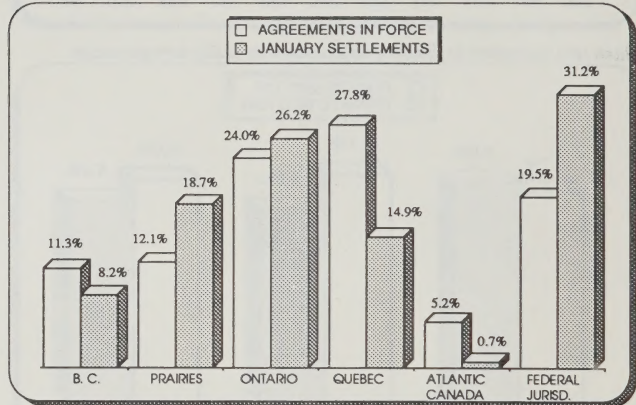
•Two-thirds (52,006) of employees covered in January settlements received increases of between 5.0 and 5.9 per cent. This was a much higher concentration near the overall average (5.8 per cent) than in 1990.

Percentage distribution of employees by base rate increases in January settlements



•The largest concentration of employees was in the Federal jurisdiction (24,635 empls.). Two contracts covering 20,000 employees at Bell Canada represented the majority. The next largest concentration was in Ontario (20,708 empls.). The Prairie provinces had the next highest employee count (14,800 empls.), followed by Quebec (11,800), British Columbia (6,454 empls.), and the Atlantic provinces (550 empls.)

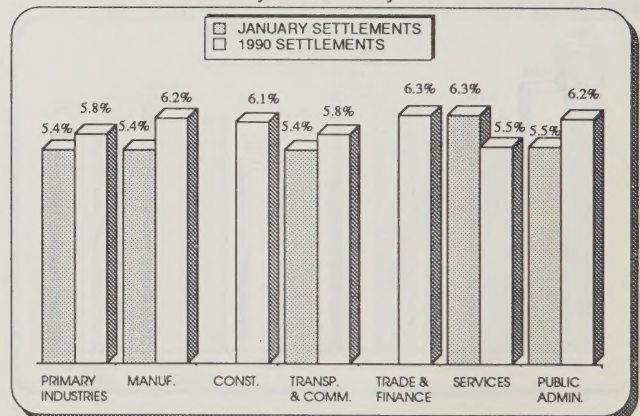
Percentage distribution of employees in January settlements by region/jurisdiction



•Wage increases by sector were as follows:

Primary	5.4%	505 empls.
Manufacturing	5.4%	5,855 empls.
Transp. & Comm.	5.4%	20,000 empls.
Services	6.3%	30,877 empls.
Public Admin.	5.5%	21,710 empls.

Base rate increases in January settlements by sector



MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries	505	5.4			
Kimberly-Clark Canada woods empls., Longlac, ON	505	5.4	5.2	36	93-08-31
Manufacturing	5 855	5.4			
Bowater Mersey Paper mill empls., Liverpool, NS	550	5.5	5.5	36	93-04-30
Abitibi-Price mill empls. Alma, QC	800	5.5	5.4	36	93-04-30
CP Forest Products Ltd. mill empls. Dryden, ON	610	5.5	5.5	36	93-08-31
Slater Industries Inc. plant empls., Hamilton, ON	530	6.3 [†]	9.7	36	93-12-31
Lear Siegler Industries prod. empls., Kitchener, ON	570	7.8 [†]	9.0	36	93-12-31
Computing Devices plant empls. Ottawa, ON	535	4.7 [†]	5.0	24	92-09-30
LOF Glass Ltd. plant empls., Collingwood, ON	610	4.2 [†]	3.0	36	94-01-31
Kaufman Footwear Ltd. plant empls., Kitchener, ON	1 150	5.0	5.0	12	92-01-20
Murata Erie North America prod. empls., Trenton, ON	500	4.9	5.2	24	92-12-31
Transportation, Communication & Other Utilities	20 000	5.4			
Bell Canada service & maint. empls., ON	15 000	5.4 [†]	5.5	36	93-11-30
Bell Canada telephone operators, ON	5 000	5.4 [†]	5.5	36	93-11-24
Community, Business & Personal Services	30 877	6.3			
Metro Separate Schl. Brd. service empls., Toronto, ON	950	5.6	6.1	24	92-06-30
Durham Brd. Education secondary teachers, ON	1 315	6.8 [†]	7.1	24	92-08-31
Peel Brd. Education office & maint. empls., ON	611	5.7	6.0	24	92-06-30
York Region Brd. Education maint. empls., ON	612	7.3	6.5	24	92-12-31
Carleton Brd. Education secondary teachers, ON	1 300	6.0	6.0	12	91-08-31
School District No. 41 teachers, Burnaby, BC	1 124	7.1	7.1	24	92-06-30
School District No. 43 teachers, Coquit., BC	1 260	7.0	7.0	12	91-06-30
School District No. 36 teachers, Surrey, BC	1 685	9.5	7.1	18	91-12-31
Simon Fraser Univ. teach.-assistants, Burnaby, BC	570	5.3	6.0	36	93-04-30
Manitoba Health Organizations, nurses, MB	10 000	6.6	9.2	24	92-12-31
Alberta Hosp. Assn., (Calgary Gen. Hosp.) non med.,	1 650	5.0	5.0	24	92-03-31
Gov't of Ontario institutional care empls.	5 100	5.8	5.8	12	91-12-31
Dufferin-Peel Catholic Schl. Brd. teachers, ON	1 000	6.2	6.5	24	92-08-30
Purolator Courier Ltd. employees	3 700	5.2	6.5	24	92-12-31
Public Administration	21 710	5.5			
Gov't of Canada printing employees	935	4.8	5.0	25	92-09-30
Gov't of Quebec professional empls.	11 000	5.1 [†]	5.1	24	91-12-31
Gov't of Ontario scientific & prof. empls.	4 810	5.8	5.8	12	91-12-31
City of Edmonton office empls., AB	3 150	5.0	4.5	24	91-12-29
City of Vancouver police officers, BC	1 000	8.6	8.6	12	91-12-31
City of Vancouver firemen, BC	815	7.6	7.6	12	91-12-31
Agreements with COLA	34 600	5.4			
Agreements without COLA	44 400	6.1			
All agreements	78 900	5.8			

[†] Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage increases in base rates)

	1988	1989	1990	1989 4	1990				May- Jul.	Aug- Oct.	Nov.- Jan.	1990		1991 Jan.
					1	2	3	4				Nov.	Dec.	
All Industries/Jurisdictions														
Average Annual Increase	4.4	5.3	5.8	5.5	6.3	5.5	6.5	5.9	5.5	6.3	5.7	5.8	5.6	5.8
Non-COLA	4.4	5.3	6.1	5.7	6.2	6.0	6.5	5.4	6.1	6.2	5.8	5.3	5.6	6.1
COLA	4.4	5.4	5.5	5.3	6.5	5.1	6.6	6.4	5.0	6.6	5.7	6.1	5.6	5.4
First Year Increase	4.3	5.6	5.9	5.7	6.3	5.3	7.0	6.3	5.4	6.7	6.2	6.7	5.6	6.2
Non-COLA	4.3	5.7	6.3	6.1	6.3	6.3	7.0	5.4	6.4	6.3	6.1	5.5	5.6	6.7
COLA	4.4	5.2	5.4	5.2	6.2	4.5	7.0	7.4	4.5	7.3	6.5	7.8	5.4	5.5
Industries														
Primary Industries	5.8	4.6	5.8	8.3	4.1	6.9	6.4	5.6	5.6	6.7	6.0	6.2	-	5.4
Manufacturing	4.9	5.8	6.2	6.2	5.7	5.7	6.5	6.4	6.3	6.6	5.8	6.1	5.4	5.4
Construction	5.6	6.0	6.1	6.6	4.3	5.8	7.1	5.6	6.0	6.8	-	-	-	-
Transp. & Communication	3.7	4.5	5.8	5.5	5.6	6.0	5.4	5.4	5.7	5.7	5.3	5.1	5.3	5.4
Trade-Finance	3.8	4.6	6.3	4.4	5.8	6.3	6.5	6.1	5.6	6.9	4.5	-	4.5	-
Services	3.9	5.8	5.5	5.9	6.1	5.2	6.8	5.4	5.1	6.1	6.1	5.5	6.7	6.3
Public Administration	4.3	4.9	6.2	5.0	7.3	5.7	4.9	5.6	5.6	4.8	5.6	6.1	5.2	5.5
Jurisdictions														
Newfoundland	4.1	5.7	7.5	4.6	-	9.0	7.0	5.8	5.2	7.0	5.5	5.5	-	-
Prince Edward Island	4.8	4.7	5.8	4.6	-	5.8	-	-	5.8	-	-	-	-	-
Nova Scotia	5.1	5.7	6.3	5.6	6.4	6.9	4.6	4.7	6.9	4.6	5.5	-	-	5.5
New Brunswick	4.1	4.7	6.0	-	4.8	5.4	9.4	4.8	5.4	8.1	5.1	5.0	5.5	-
Quebec	4.3	5.4	4.8	4.9	5.3	4.7	5.6	5.6	4.7	5.7	5.4	5.7	5.5	5.1
Ontario	5.3	6.5	6.8	6.6	7.5	6.7	6.8	6.5	6.7	6.8	6.1	6.3	6.3	5.8
Manitoba	3.6	4.3	5.6	4.0	4.7	5.6	6.9	4.6	8.4	5.6	6.1	5.0	4.1	6.6
Saskatchewan	2.6	2.9	4.0	3.3	2.7	3.8	-	4.5	4.9	4.4	6.4	6.4	-	-
Alberta	3.1	4.0	5.6	5.2	5.7	6.0	5.0	5.2	5.9	5.3	5.1	5.2	5.1	5.0
British Columbia	5.2	6.9	6.9	6.5	7.2	7.4	7.1	6.1	7.8	5.2	7.1	6.8	6.2	7.9
Federal Jurisdiction	3.9	4.2	5.8	4.4	4.8	5.9	6.3	5.3	6.1	6.0	5.3	5.0	5.3	5.4
Public Sector	3.9	5.3	5.6	5.4	6.4	5.3	6.4	5.5	5.2	5.9	5.9	5.7	6.1	6.0
Private Sector	5.0	5.4	6.1	5.8	5.6	5.9	6.6	6.1	6.0	6.5	5.5	5.9	5.2	5.4

OTHER INDICATORS
(year-over-year percentage change)

	1988	1989	1990	1989 4	1990				May- Jul.	Aug- Oct.	Nov.- Jan.	1990		1991 Jan.
					1	2	3	4				Nov.	Dec.	
Union Wage Rate Index														
Average Weekly Earnings	4.4	5.6	5.6	5.8	5.3	5.4	5.5	5.6	5.6	5.5	5.6	5.6	5.7	5.5
All Industries														
Manufacturing	2.7	4.8	5.0	5.7	5.3	5.2	5.5	5.4	5.3	5.4		5.6	5.4	
Consumer Price Index	3.1	4.8	5.2	5.7	5.3	5.7	5.5	5.3	6.1	5.2	5.6	5.3	5.4	6.8
	4.1	5.0	4.8	5.2	5.4	4.6	4.2	4.9	4.3	4.4	5.6	5.0	5.0	

Note: The above table incorporates revisions to data. See explanation on page 5.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW & PSAC	49 000	Conciliation	Jul. 89 & Dec. 90
•Govt. of Manitoba	Man. Govt. Empls. Assoc.	16 735	Arbitration	September 90
•Govt. of Newfoundland	Nfld. Teachers' Association	8 400	Post Concil.	August 90
•Govt. of P.E.I.	P.E.I. Union of Public Sector Empls.	3 600	Bargaining	September 90
•Govt. of Canada	PIPS (auditing & computer groups)	8 700	Conciliation	April & May 90
•Govt. of Canada	PIPS (master agreement empls.)	10 570	Bargaining	June-Dec. 90
•Govt. of Canada	Cdn. Air Traffic Control Assn.	2 125	Bargaining	December 90
•Govt. of Newfoundland	NAPE (general service)	3 500	Conciliation	March 90
•Ontario Liquor Board	Ont. Liquor Brd. Empls. Union	6 125	Bargaining	December 90
•Ontario municipal employers	CUPE & Firefighters	6 700	Bargaining	Dec. 90 & Jan 91
•City of Montreal & MUC	CUPE & Que. Police, Fire Assoc.	11 345	Bargaining	December 90
•City of Toronto	CUPE	14 500	Bargaining	December 90
•Ontario Hospital Assn.	Ontario Nurses' Association	41 000	Bargaining	March
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Bargaining	March-April
•Government of Canada	PSAC	175 000	Bargaining	Mar.-Dec.
•Government of Ontario	Ont. Public Serv. Empls. Union	33 605	Med.-Arbit.	December 90
•Govt. of Ont. & var. Ont. munic.	Various police assns.	14 600	Bargaining	December 90
•Gr. Vancouver & Victoria	CUPE and others	9 435	Bargaining	December 90
•City of Calgary	CUPE and others	6 700	Bargaining	December 90
•City of Winnipeg	CUPE and others	8 700	Bargaining	Dec. 90 & Jan. 91

Private Sector

•Canada Safeway (Alberta)	UFCW	7 800	Bargaining	Aug.-Sept. 90
•Maritime Telegraph & Telephone	Atl. Com. & Tech. Wkrs.	3 000	Bargaining	Nov.-Dec. 90
•Bombardier (Canadair Div.)	Machinists	2 400	Bargaining	November 90
•CP Express & Transport	Transp. & Communications Union	3 500	Conciliation	December 90
•Labatt & Molson breweries, Que.	Various unions	2 830	Bargaining	December 90
•Brunswick Mining & Smelting	United Steelworkers	1 100	On strike	June 90
•Northern Telecom	Canadian union of Comm. wrkrs.	9 770	Bargaining	February
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Bargaining	January
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	7 975	Bargaining	March

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Dominion Textile (Que.)	Various textile wkrs. unions	1 690	February
•Meat Processing Industry	UFCW	3 400	March
•Alberta Hospital Assn.	Health Care Guild, Health Serv. Assn.	9 310	March
•BC Hydro & Power Authority	Int. Brotherhood of Electrical Workers	4 050	March
•Const. Labour Rel. Assn. of B.C.	various trade unions	27 700	April

REVISIONS TO WAGE DATA

The large increase in the January Consumer Price Index (CPI), which Statistics Canada has related to the introduction of the G.S.T., has had a noticeable impact on those collective agreements which contain cost-of-living allowance (COLA) clauses and, consequently, on aggregate wage settlement data.

Estimates of wage increases arising from such clauses are calculated using the actual CPI available at the time of publication, together with a projected 5.0 % rate of CPI increase for the remainder of the contract. Incorporating the January CPI has resulted in an upward adjustment of all COLA-related series.

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,094 such agreements for 2,227,543 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rate index: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate index includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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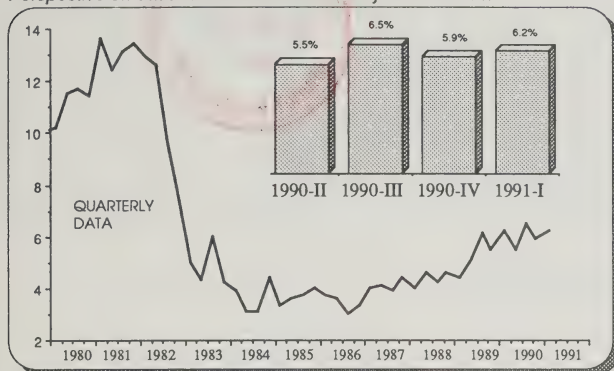
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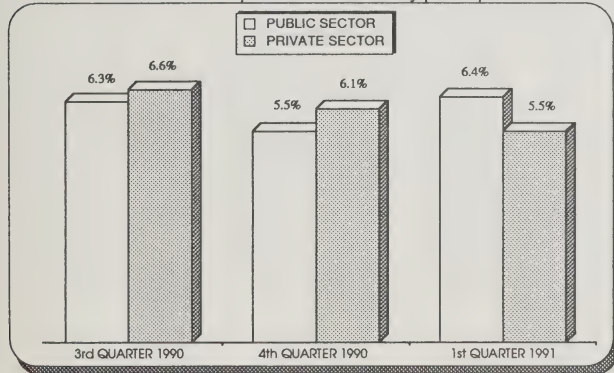
THE WAGE SETTLEMENTS BULLETIN

May 1991
Volume 2, Issue 5

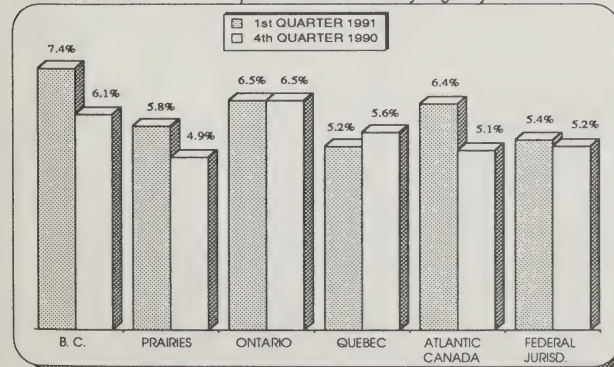
Perspective on base rate increases from major settlements



Base rate increases in first quarter settlements by public/private sector



Base rate increases in first quarter settlements by region/jurisdiction



FIRST QUARTER 1991

•The average annual base rate increase arising from major settlements reached in the **first quarter** of 1991 was **6.2** per cent. This is up from the average of 5.9 per cent in the fourth quarter of 1990, but below the third-quarter average of 6.5 per cent.

•There were 104 settlements covering 229 210 employees in the first quarter. When the parties to these contracts last negotiated - on average 2 years ago - the resulting wage increase averaged 4.8 per cent.

•**Private** sector increases in the first quarter averaged **5.5** per cent, a decline from 6.1 per cent in the fourth quarter of 1990 and 6.6 per cent in the third.

•**Public** sector increases averaged **6.4** per cent in the first quarter, compared to 5.5 per cent in the fourth quarter of 1990 and 6.3 per cent in the third. Wage restraint measures in several jurisdictions could result in some downward revision to the public sector average.

•The average of 6.2 per cent in the first quarter was strongly influenced by the results of Ontario settlements in which 126 816 employees (55 per cent of employees in all first quarter settlements) received base rate increases averaging 6.5 per cent. Increases in British Columbia at 7.4 per cent (16 457 empls.), and in Atlantic Canada at 6.4 per cent (6 625 empls.), were also above the national average. In the Prairie provinces increases averaged 5.8 per cent (23 092 empls.), and in Quebec 5.2 per cent (18 000 empls.). In the Federal jurisdiction the average increase was 5.4 per cent (38 220 empls.).

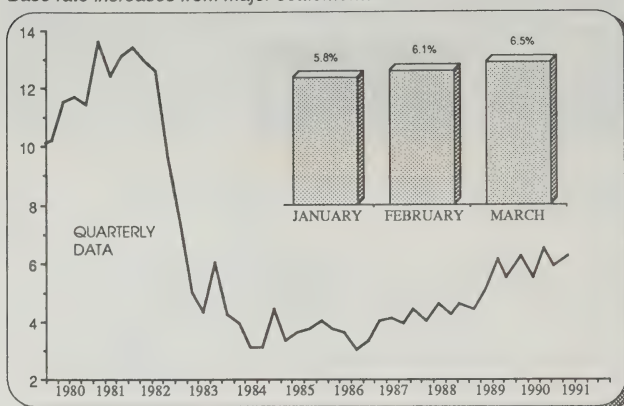
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MARCH 1991

•Base rate wage increases from **March** settlements averaged **6.5** per cent, up from 6.1 per cent in February, and 5.8 per cent in January.

•There were 37 settlements reached in March, covering 112 300 employees. (The monthly average in 1990 was 41 agreements and 94 475 employees).

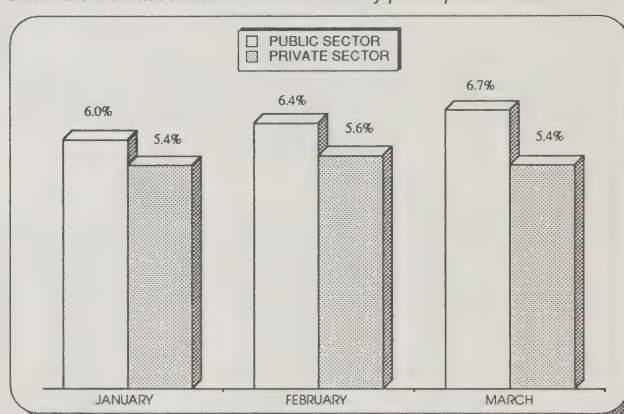
Base rate increases from major settlements



•Base rate increases from **public** sector settlements in the month of March averaged **6.7** per cent. Among them were 41 000 Ontario nurses with increases averaging 8.0 per cent, and 28 688 Government of Ontario employees with increases of 5.8 per cent. A settlement between Canada Post Corporation and its 9 900 postmasters resulted in an increase of 5.4 per cent.

•**Private** sector settlements reached in March provided base rate increases of **5.4** per cent. Increases ranged from 2.8 per cent for 1 000 Heavy Construction carpenters in Ontario to 5.8 per cent for 5 280 Northern Telecom employees in Ontario and Quebec.

Base rate increases in March settlements by public/private sector



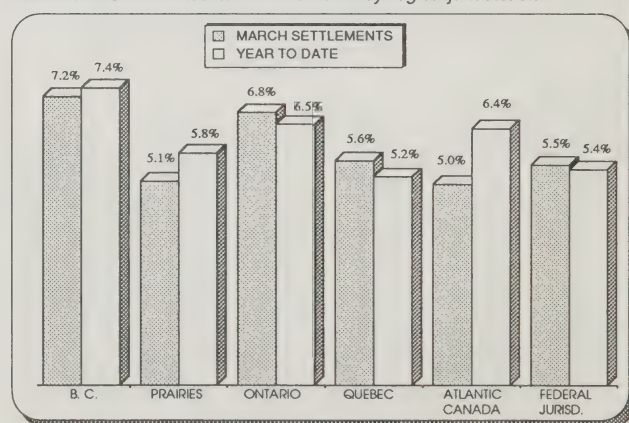
•The national average of 6.5 per cent in March was heavily weighted by Ontario settlements in which 87 328 employees (78 per cent of all employees in the month's settlements) received base rate increases of 6.8 per cent. Wage settlements were highest in British Columbia at 7.2 per cent for 2 151 teachers.

Base rate increases in other regions were as follows:

-Quebec	5.6%	3 080 empls.
-Prairies	5.1%	5 580 empls.
-Atlantic Canada	5.0%	2 795 empls.

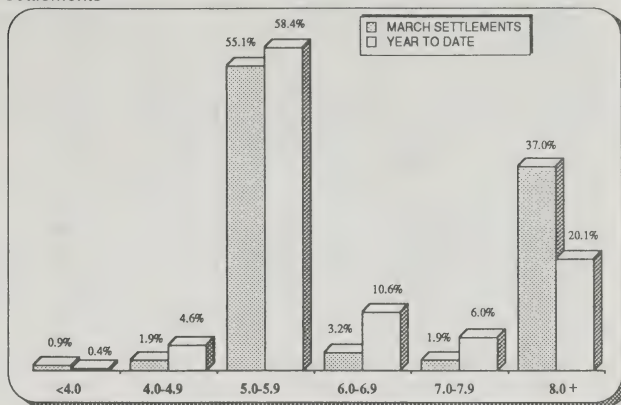
•Two public sector settlements in the Federal jurisdiction provided increases averaging 5.5 per cent.

Base rate increases in March settlements by region/jurisdiction



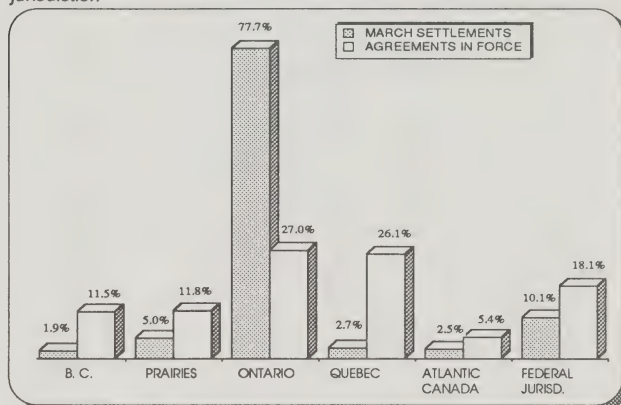
Percentage distribution of employees by base rate increases in March settlements

•Forty-two per cent (47 321) of employees covered in March settlements received increases greater than 6.0 per cent, of which, 41 525 employees received increases of 8.0 per cent or greater. Fifty-five per cent (61 868) of employees received increases between 5.0 and 5.9 per cent. Less than three per cent (3 145) of all employees covered in March settlements received wage increases below 5.0 per cent.



•Ontario contracts covering 87 328 employees accounted for seventy-eight per cent of employees in March settlements, compared to only 27 per cent representation in all agreements in force. The employee count in the province was largely made up of provincial government employees and nurses. All other regions/jurisdictions were under-represented in March settlements in comparison to the universe of agreements in force.

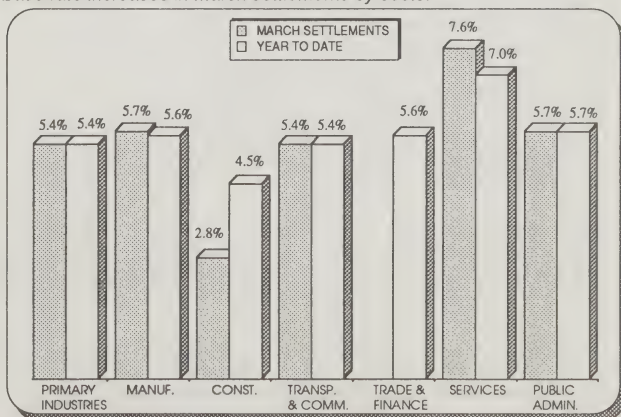
Percentage distribution of employees in March settlements by region/jurisdiction



Base rate increases in March settlements by sector

•Wage increases by sector were as follows:

Primary	5.4%	1 950 empls.
Manufacturing	5.7%	8 650 empls.
Construction	2.8%	1 000 empls.
Transp. & Comm.	5.4%	11 280 empls.
Services	7.6%	52 636 empls.
Public Admin.	5.7%	36 818 empls.



MAJOR SETTLEMENTS REACHED IN MARCH

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary	1 950	5.4			
CP Forest Products Ltd. woods empls., Thunder Bay Ont.	950	5.4	5.2	36	93-08-31
Lab, Soc commandite mining empls., Black Lake, Que.	500	5.4 [†]	6.6	36	94-08-28
Cie Price Ltd. woods empls., Peribonca, Que.	500	5.5	5.6	36	93-04-14
Manufacturing	8 650	5.7			
Kruger Inc. mill empls, Bromptonville, Que.	500	5.2	4.7	36	93-05-30
Donohue Inc. plant & maint. empls., Clermont, Que.	600	5.5	5.4	36	93-04-30
Stora Forest Ind. mill empls., Point Tupper, N.S.	650	5.5	5.4	36	93-05-31
Sammi Atlas Inc. hourly empls., Welland, Ont.	1 000	5.7 [†]	6.6	36	94-02-17
Honeywell Ltd. hourly empls., Scarborough, Ont.	620	5.8	6.1	24	93-02-28
Northern Telecom hourly empls., Ont.	3 200	5.8 [†]	5.3	36	94-02-25
Northern Telecom office empls., Montreal, Que.	980	5.8 [†]	5.2	36	94-02-25
Northern Telecom office, clerical & technical empls., Ont.	1 100	5.8 [†]	5.2	36	94-02-25
Construction	1 000	2.8			
Heavy Const. Assn. of Ontario carpenters, Ont.	1 000	2.8	5.6	24	92-12-31
Transportation, Communication & Other Utilities	11 280	5.4			
Consumers' Gas Co. office empls., Toronto, Ont.	780	5.0	7.1	24	93-01-31
Canada Post Corporation postmasters	9 900	5.4 [†]	6.4	36	93-12-31
Hamilton Street Railway Co. hourly empls., Ont.	600	6.1 [†]	8.4	36	94-03-31
Community, Business & Personal Services	52 636	7.6			
Government of New Brunswick instit. services empls., N.B.	1 635	4.9	5.1	36	93-02-28
Textile Rental Inst. of Ont. laundry empls., Toronto	580	5.0	5.0	24	92-12-31
University of Calgary non-academic empls., Alta.	2 200	5.0	5.0	12	92-02-31
University of Toronto teaching assistants, Ont.	2 500	5.2	6.0	24	92-08-31
University of Toronto non-teaching empls., Ont.	765	6.1	8.1	24	92-06-30
Lethbridge Schl. District No. 51 primary teachers, Alta.	500	5.5	5.5	12	91-08-31
Extendicare Health Services non-medical empls., Ont.	780	6.1	6.1	24	92-12-31
School District No. 27 teachers, Cariboo, B.C.	500	7.0	7.0	24	92-06-30
School District No. 24 teachers, Kamloops, B.C.	846	7.0	7.0	24	92-06-30
School District No. 68 teachers, Nanaimo, B.C.	805	7.6	7.6	24	92-06-30
Ontario Hospitals' Nurses	41 000	8.0	10.2	24	93-03-31
Ottawa Board of Education office & clerical empls.	525	10.0	13.3	24	92-03-31
Public Administration	36 818	5.7			
Government of New Brunswick engineering & field empls.	510	4.9	5.1	30	92-10-31
Government of Alberta technical & service empls.	2 880	5.0	5.0	24	92-03-31
Hamilton-Wentworth municipality inside empls., Ont.	505	5.0	6.1	36	94-01-31
City of Hamilton outside workers, Ont.	535	5.4	6.1	36	94-01-15
Government of Ontario office & admin. empls.	15 323	5.8	5.8	12	91-12-31
Government of Ontario technical & services empls.	4 915	5.8	5.8	12	91-12-31
Government of Ontario maintenance & services empls.	4 890	5.8	5.8	12	91-12-31
Government of Ontario correctional services empls.	3 560	5.8	5.8	12	91-12-31
Workers' Compensation Board maint. & prof. empls., Ont.	2 200	5.8	5.8	12	91-12-31
Government of Yukon employees.	1 500	6.4	6.0	36	93-03-31
Agreements with COLA	17 280	5.6			
Agreements without COLA	95 054	6.7			
All agreements	112 334	6.5			

[†] Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1988	1989	1990				1991			Year to date
			1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions										
Average Annual Increase	4.4	5.3	5.8	6.2	5.5	6.5	5.9	5.8	6.1	6.5
Non-COLA	4.4	5.3	6.1	6.2	6.0	6.5	5.5	6.1	6.8	6.7
COLA	4.4	5.4	5.5	6.4	5.0	6.5	6.2	5.4	5.3	5.6
First Year Increase	4.3	5.6	5.9	6.2	5.3	6.9	6.3	6.2	6.4	7.5
Non-COLA	4.3	5.7	6.3	6.3	6.3	7.0	5.6	6.7	6.9	7.7
COLA	4.4	5.2	5.3	6.2	4.5	6.8	7.1	5.5	5.7	6.2
Industries										
Primary Industries	5.7	4.6	5.7	4.1	6.8	6.2	5.6	5.4	-	5.4
Manufacturing	4.9	5.7	6.2	5.6	5.6	6.5	6.3	5.4	5.8	5.7
Construction	5.6	6.0	6.1	4.3	5.8	7.1	5.6	4.5	6.5	2.8
Transp. & Communication	3.7	4.5	5.8	5.6	5.9	6.0	5.3	5.4	4.7	5.4
Trade-Finance	3.8	4.6	6.3	5.8	6.3	6.5	6.2	5.6	-	5.6
Services	3.9	5.8	5.5	6.0	5.2	6.7	5.5	7.0	6.3	7.6
Public Administration	4.3	4.9	6.2	7.3	5.7	4.9	5.6	5.5	6.3	5.7
Jurisdictions										
Newfoundland	4.1	5.7	7.5	-	9.0	7.0	5.8	7.1	-	7.1
Prince Edward Island	4.8	4.7	5.8	-	5.8	-	-	-	-	-
Nova Scotia	5.1	5.7	6.2	6.3	6.9	4.6	4.7	5.5	5.3	5.5
New Brunswick	4.1	4.7	6.0	4.8	5.4	8.9	4.8	6.7	14.2	4.9
Quebec	4.3	5.4	4.8	5.2	4.7	5.6	5.6	5.1	5.2	5.6
Ontario	5.3	6.5	6.8	7.4	6.7	6.8	6.5	5.8	5.9	6.8
Manitoba	3.6	4.3	5.6	4.7	5.6	6.9	4.6	6.6	5.7	-
Saskatchewan	2.6	2.9	3.9	2.7	3.8	-	4.5	-	-	-
Alberta	3.1	4.0	5.6	5.7	6.0	5.0	5.2	5.0	5.3	5.1
British Columbia	5.2	6.9	6.9	7.2	7.4	7.1	6.1	7.7	7.1	7.2
Federal Jurisdiction	3.9	4.2	5.7	4.8	5.8	6.2	5.3	5.4	4.7	5.6
Public Sector	3.9	5.3	5.6	6.4	5.3	6.3	5.5	6.0	6.4	6.7
Private Sector	5.0	5.3	6.1	5.6	5.8	6.6	6.1	5.4	5.6	5.4

OTHER INDICATORS

(year-over-year percentage change)

	1988	1989	1990	1991				Year to date
				1	2	3	4	
Union Wage Rate	4.4	5.6	5.6	5.3	5.4	5.6	5.6	5.5
Average Weekly Earnings								
All Industries	2.7	4.8	5.0	5.3	5.2	5.5	5.4	6.4
Manufacturing	3.1	4.8	5.2	5.3	5.7	5.5	5.3	5.5
Consumer Price Index	4.1	5.0	4.8	5.4	4.6	4.2	4.9	6.3

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Conciliation	July 89
•Government of Manitoba	Man. Govt. Empls. Assoc.	16 735	Arbitration	September 90
•Govt. of P.E.I.	P.E.I. Union of Public Sector Empls.	3 600	Bargaining	September 90
•Government of Canada	PSAC	175 000	Bargaining	Mar.-Dec. 91
•Government of Canada	PIPS (auditing & computer groups)	8 700	Concil./Med.	April & May 90
•Government of Canada	Cdn. Air Traffic Control Assn.	2 125	Bargaining	December 90
•Government of Quebec	Various unions	350 000	Tent. Agt.	December 91
•City of Montreal & MUC	CUPE & Que. Police, Fire Assoc.	11 345	Barg./Strike	December 90
•City of Toronto and metro Toronto	CUPE	14 500	Bargaining	December 90
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Bargaining	March-April 91
•Govt. of Ont. & var. Ont. munic.	Various police assns.	14 600	Bargaining	December 90
•Gr. Vancouver	CUPE and others	6 500	Bargaining	December 90
•City of Calgary	CUPE and others	6 700	Bargaining	December 90
•City of Winnipeg	CUPE and others	8 300	Concil./Barg.	Dec. 90 & Jan. 91
•Alberta Hospital Assn.	Health Care Guild, Health Serv. Assn.	9 310	Bargaining	March 91
•BC Hydro & Power Authority	Int. Brotherhood of Electrical Workers	4 050	Bargaining	March 91
Private Sector				
•Canada Safeway (Alberta)	UFCW	7 800	Mediation	Aug.-Sept. 90
•Maritime Telegraph & Telephone	Atl. Com. & Tech. Wkrs.	3 000	Bargaining	Nov.-Dec. 90
•Bombardier (Canadair Div.)	Machinists	2 400	Bargaining	November 90
•Brunswick Mining & Smelting	United Steelworkers	1 100	Tent. Agt.	June 90
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Bargaining	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•INCO Ltd., Ont.	United Steelworkers of America	6 300	Bargaining	May 91
•Meat Processing Industry	UFCW	3 400	Bargaining	March 91
•Budd Canada Inc. Ont.	CAW	1 300	On Strike	April 91
•Const. Labour Rel.Assn. of B.C.	Various construction unions	27 700	Bargaining	April 91
•Alta. Construction Lab.Rel. Assn.	Various construction unions	13 000	Bargaining	April 91
•Canadian Broadcasting Corp.	CUPE & NABET and others	7 390	Bargaining	May 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Forestry Industry	CPU, IWA & PPWC	40 595	June 91
•Toronto Transit Comm.	Amalgamated Transit Union	7 200	June 91
•Government of British Columbia	BCGEU	29 950	Juillet 91

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,094 such agreements for 2,227,543 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of

qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.



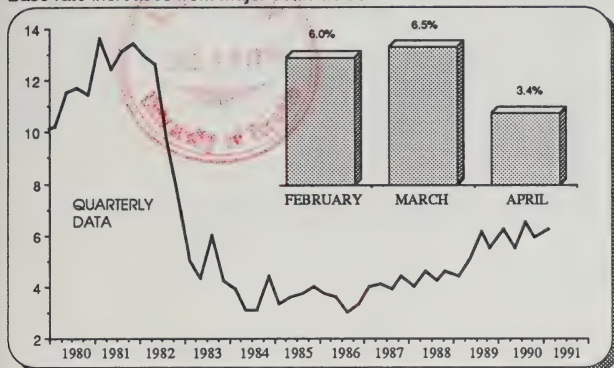
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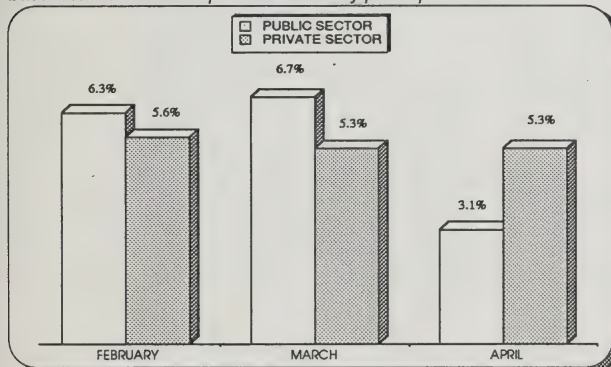
THE WAGE SETTLEMENTS BULLETIN

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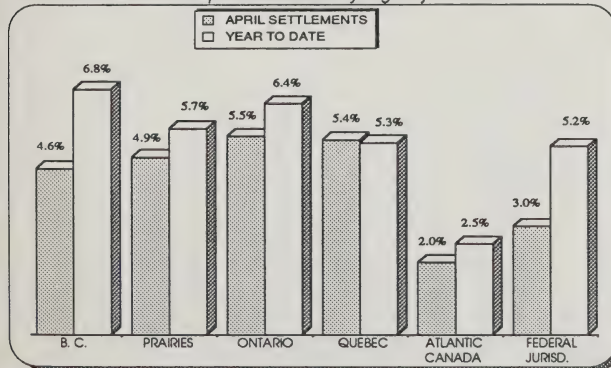
Base rate increases from major settlements



Base rate increases in April settlements by public/private sector



Base rate increases in April settlements by region/jurisdiction



APRIL 1991

•The average annual increase in base rates resulting from major settlements reached in April was 3.4 per cent, down from 6.5 per cent in March and 6.0 per cent in February.

•The dramatic decline resulted almost entirely from developments in Newfoundland which, with two other Atlantic provinces and Manitoba, has introduced public sector wage restraint legislation. As a result, Public sector increases in April averaged 3.1 per cent.

•There were 33 settlements covering 68,730 employees; the typical monthly average is 41 agreements and 94,475 employees.

•The average increase from settlements reached for the year to date is 5.5 per cent.

•The public sector increase of 3.1 per cent results from 26 settlements covering 55,180 employees. Among them were 29,240 Government of Newfoundland public sector employees in 12 agreements with increases calculated at an average of 1.9 per cent.* The majority of these settlements were subject to a wage freeze in the first year.

•Private sector settlements in April provided base rate increases of 5.3 per cent. Among the larger groups to settle were 3,115 Northern Telecom employees in Montreal who received increases of 5.9 per cent, and 4,500 retail food employees of Overwaitea Foods in B.C. with increases of 4.6 per cent.

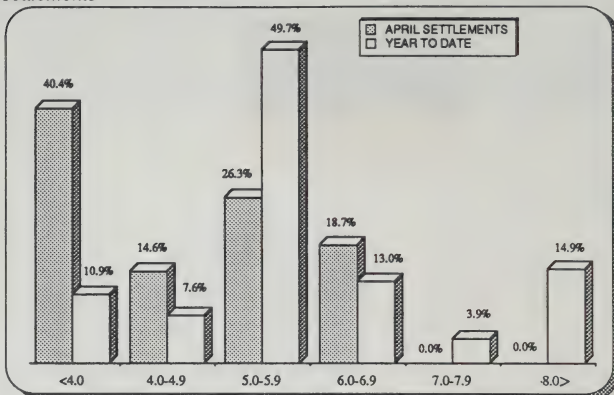
•The national average of 3.4 per cent was heavily weighted by the results of Atlantic Canada settlements in which 30,585 employees, (45 per cent of all employees in the month's settlements), received base rate increases averaging 2.0 per cent. Settlements in the Federal jurisdiction (4,000 empls.) averaged 3.0 per cent. Increases in Ontario at 5.5 per cent (14,960 empls.), Quebec at 5.4 per cent (11,385 empls), the Prairies at 4.9 per cent (2,600 empls), and British Columbia at 4.6 per cent (4,500 empls), were above the national average.

*See note on Restraint Programs, page 6.

Le Bulletin est également disponible en français.

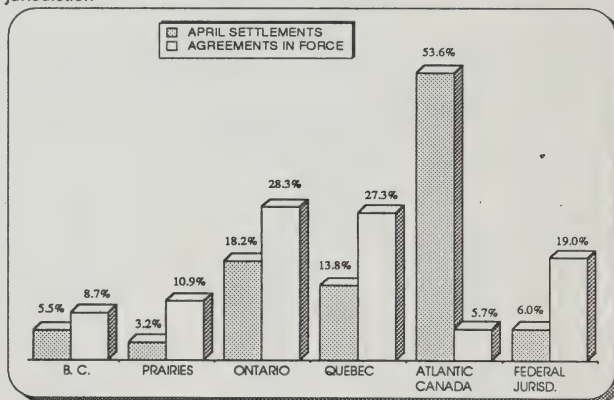
• Fifty-five per cent (45,255) of employees covered in April settlements received increases of less than 5.0 per cent; for 33,240 of these employees, increases were less than 4.0 per cent. Twenty-six per cent (21,625) of all employees covered in April settlements received increases ranging between 5.0 and 5.9 per cent, and nineteen per cent (15,350 empls.) received increases of between 6.0 and 6.9 per cent. (In Newfoundland, 13,500 public sector employees are regarded as having two contracts in April; one at less than 4.0 per cent, and the other in the 6.0-6.9 per cent range. See note on page 6.)

Percentage distribution of employees by base rate increases in April settlements



• Atlantic Canada contracts accounted for close to fifty-four per cent of employees in April settlements, compared to only 5.7 per cent representation in all agreements in force. (This again resulted from public sector settlements in Newfoundland.) All other regions/jurisdictions were underrepresented in April settlements when compared to the universe of agreements in force.

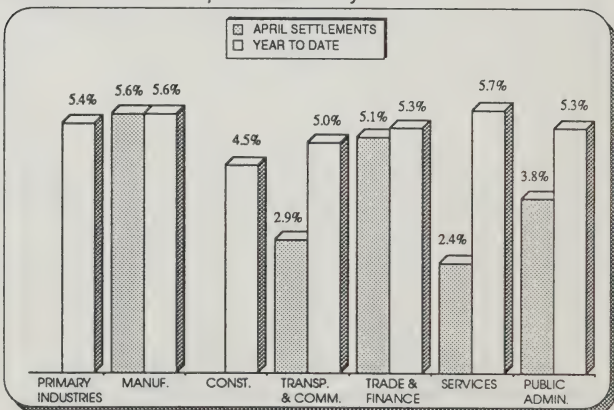
Percentage distribution of employees in April settlements by region/jurisdiction



• Wage increases by sector were as follows:

Manufacturing	5.6%	7,250 empls.
Trans. & Comm.	2.9%	5,125 empls.
Trade & Finance	5.1%	13,570 empls.
Services	2.4%	28,960 empls.
Public Admin.	3.8%	13,825 empls.

Base rate increases in April settlements by sector



MAJOR SETTLEMENTS REACHED IN APRIL

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing	7 250	5.6			
IMP Group Ltd. plant & maint. empls., Halifax, N.S.	500	5.0 [†]	4.7	36	94-03-31
Bombardier Inc. hourly empls., St-Laurent, Que.	2 400	5.3	6.0	36	93-11-30
Domtar Fine Papers production empls., Cornwall, Ont.	1 235	5.7	6.1	36	93-04-30
Northern Telecom hourly empls., Montreal, Que.	3 115	5.9 [†]	5.4	36	94-02-28
Transportation, Communication & Other Utilities	5 125	2.9			
*Newfoundland & Labrador Hydro operational empls.	625	0.0	0.0	12	92-03-31
Canada Post Corporation administrative empls.	4 000	3.0	3.0	21	92-09-29
TransAlberta Utilities operating, maint. & lab. empls.	500	5.5	5.5	12	91-12-31
Trade & Finance	13 570	5.1			
Overwaitea Food Division supermarket empls. B.C.	4 500	4.6	4.6	12	92-03-31
Quebec Liquor Board store & office empls, Que.	2 970	5.0 [†]	5.0	24	92-12-31
Liquor Control Board of Ontario office empls., Ont.	5 000	5.4	5.8	24	91-12-31
Valdi Foods Inc. retail store empls., Ont.	1 100	6.1	6.5	36	93-12-31
Community, Business & Personal Services	28 960	2.4			
*Newfoundland teachers [°]	10 000	6.1	6.1	12	91-08-31
		0.0	0.0	12	92-08-31
*Memorial University admin. & technical empls., Nfld.	875	0.0	0.0	12	92-03-31
*Newfoundland Hospital Assn. nurses	3 400	0.0	0.0	06	91-12-31
*Nfld. Hospital Assn. (NAPE) non-med. empls.	4 800	0.0	0.0	12	92-03-31
*Nfld. Hospital Assn. (CUPE) non-medical empls.	2 800	0.0	0.0	12	92-03-31
*Newfoundland Hospital Assn. laboratory technicians	690	0.0	0.0	12	92-03-31
*Waterford Hospital non-medical empls., St John, Nfld.	550	0.0	0.0	12	92-03-31
Government of New Brunswick educational empls.	845	4.5	4.0	36	93-10-31
Quality Control N-Destruct Testing technicians, Canada	700	5.0	5.2	24	92-11-30
University of Laval office, tech. & library empls., Que.	1 800	5.1 [†]	5.2	24	91-11-30
Brant County Brd. of Education teachers, Ont.	650	5.7 [†]	6.2	24	92-08-31
University of Montreal professors, Montreal, Que.	1 100	6.0	2.9	06	91-05-31
Carleton University professors, instr. & librarians, Ont.	750	6.4 [†]	6.0	36	94-04-30
Public Administration	13 825	3.8			
*Government of Newfoundland general services empls. [°]	3 500	6.1	6.1	12	91-03-31
		0.0	0.0	12	92-03-31
*Government of Newfoundland service & maint. empls.	2 000	0.0	0.0	12	92-03-31
Peel Regional Board Police Comm. police officers, Ont.	1 100	4.7	4.7	12	91-12-31
City of Calgary firemen, Alberta	1 000	4.8 [†]	5.6	24	92-12-31
City of Regina outside workers, Saskatchewan	1 100	4.8	4.8	12	91-12-31
Government of Ontario police officers	4 475	5.5	5.5	12	91-12-31
Ontario Housing Corp. Bldg. maint. empls., Toronto	650	5.8	5.8	12	91-12-31
Agreements with COLA	10 785	5.4			
Agreements without COLA	57 945	3.1			
All agreements	68 730	3.4			

* Agreement is subject to public sector wage restraint legislation.

[°] Two agreements; one negotiated, the other legislated.

[†] Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1988	1989	1990	1990				1991	Year to date				1991			
				1	2	3	4		1	Aug- Oct	Nov- Jan	Feb- Apr	Feb	Mar	Apr	Apr
All Industries/Jurisdictions																
Average Annual Increase	4.4	5.3	5.8	6.2	5.5	6.4	5.8	6.2	5.5	6.2	5.8	5.3	6.0	6.5	3.4	
Non-COLA	4.4	5.3	6.1	6.2	6.0	6.5	5.5	6.5	5.5	6.1	5.9	5.3	6.6	6.7	3.1	
COLA	4.3	5.3	5.4	6.3	5.0	6.3	6.1	5.4	5.4	6.4	5.6	5.4	5.2	5.5	5.4	
First Year Increase	4.3	5.6	5.9	6.2	5.3	6.9	6.2	6.8	5.9	6.5	6.2	5.9	6.4	7.5	3.4	
Non-COLA	4.3	5.7	6.3	6.3	6.3	6.9	5.5	7.3	6.1	6.3	6.2	5.9	6.9	7.7	3.2	
COLA	4.4	5.2	5.3	6.2	4.5	6.8	6.9	5.7	5.6	6.9	6.3	5.7	5.7	6.0	5.3	
Industries																
Primary Industries	5.7	4.6	5.7	4.1	6.7	6.0	5.6	5.4	5.4	6.6	6.0	5.4	-	5.4	-	
Manufacturing	4.9	5.7	6.1	5.6	5.5	6.4	6.2	5.6	5.6	6.4	5.7	5.6	5.7	5.6	5.6	
Construction	5.6	6.0	6.1	4.3	5.8	7.1	5.6	4.5	4.5	6.8	-	4.5	6.5	2.8	-	
Transp. & Communication	3.7	4.5	5.7	5.6	5.9	5.8	5.3	5.4	5.0	5.6	5.3	4.6	4.8	5.4	2.9	
Trade-Finance	3.8	4.7	6.3	5.8	6.3	6.5	6.2	5.6	5.3	6.9	5.3	5.3	5.6	-	-	
Services	3.9	5.8	5.5	6.0	5.2	6.6	5.5	7.0	5.7	6.0	6.1	5.5	6.6	7.6	2.4	
Public Administration	4.3	4.9	6.2	7.3	5.7	4.9	5.6	5.7	5.3	4.8	5.6	5.2	5.9	5.7	3.8	
Jurisdictions																
Newfoundland	4.1	5.7	7.1	-	9.0	6.3	5.7	6.1	2.1	6.3	5.5	2.1	6.1	-	1.9	
Prince Edward Island	4.8	4.7	5.8	-	5.8	-	-	-	-	-	-	-	-	-	-	
Nova Scotia	5.1	5.7	5.9	6.0	6.8	4.6	4.7	5.4	5.3	4.6	5.5	5.2	5.2	5.5	5.0	
New Brunswick	4.1	4.7	6.0	4.8	5.4	8.9	4.8	6.7	6.2	8.1	5.1	6.2	14.2	4.9	4.5	
Quebec	4.3	5.4	4.8	5.2	4.7	5.5	5.5	5.2	5.3	5.7	5.4	5.4	5.1	5.5	5.4	
Ontario	5.3	6.5	6.8	7.4	6.7	6.8	6.5	6.5	6.4	6.6	6.1	6.5	5.9	6.8	5.5	
Manitoba	3.6	4.3	5.5	4.6	5.6	6.8	4.3	6.4	6.4	5.5	6.0	5.6	5.6	-	-	
Saskatchewan	2.6	2.9	3.9	2.7	3.8	-	4.5	-	4.8	4.4	6.2	4.8	-	-	4.8	
Alberta	3.1	4.0	5.6	5.7	6.0	5.2	5.2	5.1	5.0	5.6	5.1	5.1	5.3	5.0	5.0	
British Columbia	5.2	6.9	6.9	7.2	7.4	7.1	6.1	7.4	6.8	5.2	7.1	6.3	7.1	7.2	4.6	
Federal Jurisdiction	3.9	4.2	5.6	4.8	5.8	5.9	5.3	5.4	5.2	5.8	5.3	4.9	4.7	5.5	3.3	
Public Sector	3.9	5.3	5.6	6.4	5.3	6.2	5.5	6.4	5.5	5.8	6.0	5.3	6.3	6.7	3.1	
Private Sector	5.0	5.3	6.0	5.6	5.8	6.5	6.0	5.4	5.4	6.4	5.5	5.4	5.6	5.3	5.3	

OTHER INDICATORS (year-over-year percentage change)

	1988	1989	1990	1990				1991	Year to date				1991			
				1	2	3	4		1	Aug- Oct	Nov- Jan	Feb- Apr	Feb	Mar	Apr	Apr
Union Wage Rate	4.4	5.6	5.6	5.3	5.4	5.6	5.6	5.5	5.5	5.5	5.6	5.3	5.5	5.6	5.3	
Average Weekly Earnings																
All Industries	2.7	4.8	5.0	5.3	5.2	5.5	5.4	5.6	6.4	4.4	5.4	6.3	6.0	5.9	6.0	
Manufacturing	3.1	4.8	5.2	5.3	5.7	5.5	5.3	4.9	6.4	5.5	5.6	6.3	5.3	4.4	4.4	
Consumer Price Index	4.1	5.0	4.8	5.4	4.6	4.2	4.9	6.4	6.4	4.4	5.4	6.3	6.2	6.3	6.3	

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Concil. Brd.	July 89
•Government of Manitoba	Man. Govt. Empls. Assoc.	16 735	Legislation	September 90
•Govt. of P.E.I.	P.E.I. Union of Public Sector Empls.	3 600	Tent. Agt.	September 90
•Government of Canada	PSAC	158 300	Bargaining	Mar.-Dec. 91
•Government of Canada	PIPS (auditing & computer groups)	8 720	PCB/Med.	April & May 90
•Government of Canada	Cdn. Air Traffic Control Assoc.	2 125	Bargaining	December 90
•Government of Quebec	Various unions	333 100	Tent. Agt.	December 91
•City of Montreal & MUC	CUPE & Que. Police, Fire Assoc.	11 345	Barg./Strike	December 90
•City of Toronto and metro Toronto	CUPE	14 500	Conciliation	December 90
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Bargaining	March-April 91
•Various Ontario municipalities	Various police assoc.	9 025	Bargaining	December 90
•Gr. Vancouver	CUPE and others	6 500	Bargaining	December 90
•City of Calgary	CUPE and others	5 700	Bargaining	December 90
•City of Winnipeg	CUPE and others	8 640	Concil./Barg.	Dec. 90 & Jan. 91
•Alberta Hospital Assoc.	Health Care Guild, Health Scien. Assoc.	9 310	Bargaining	March 91
•BC Hydro & Power Authority	IBEW, Office & Prof. Empls. Int. Union	4 050	Bargaining	March 91
•Canadian Broadcasting Corp.	CUPE & NABET and others	7 390	Bargaining	May 91
•Toronto Transit Comm.	Amalgamated Transit Union	7 200	Bargaining	June 91
Private Sector				
•Canada Safeway (Alberta)	UFCW	7 800	Mediation	Sept. 90
•Maritime Telegraph & Telephone	Atlantic Comm. & Tech. Wkrs.	3 000	Bargaining	Nov.-Dec. 90
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Bargaining	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•Meat Processing Industry	UFCW	3 400	Bargaining	March 91
•Const. Labour Rel.Assn. of B.C.	Various construction unions	27 625	Bargaining	April 91
•Alta. Construction Lab.Rel. Assoc.	Various construction unions	15 340	Bargaining/ Tent. Agts.	April 91
•B.C. Forestry Industry	CPU, IWA & PPWC	40 595	Bargaining	June 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of British Columbia	BCGEU	29 950	July 91
•Ontario School Boards	Various Teachers' Unions	53 800	August 91
•Ontario Council of Regents	OPSEU	15 200	August 91
•Alberta School Districts	Alberta Teachers' Assns.	16 770	August 91

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,094 such agreements for 2,227,543 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

PUBLIC SECTOR WAGE RESTRAINT PROGRAMS

The federal government and a majority of provincial governments have imposed wage restraint programs in their public sectors. As of June 3, 1991, **Newfoundland, Nova Scotia, New Brunswick and Manitoba** had introduced legislation to implement wage restraint programs. The legislation in these provinces will effectively impose a wage freeze during the term of the existing contracts of public sector employees. **British Columbia** has instituted a Compensation Fairness Act (replacing the Compensation Stabilization Act), allowing for a Commissioner to review all public sector wage settlements and enforce rollbacks where increases are above an unspecified level (to be based on certain criteria). Since 1985, **Alberta** has instituted wage guidelines through legislation; the amendments to the legislation in 1988 limit public sector wage increases to a level in accord with "the general economic conditions in Alberta". **Saskatchewan** and the **Federal Government** have set wage guidelines, and the Federal Government has indicated that the guidelines will be enforced by legislation if necessary. **Quebec** has negotiated a tentative six-month agreement with its public sector employees, with no increase in wages until the end of the contract in June 1992, when there will be a 3 per cent increase. **Ontario** and **Prince Edward Island** have not instituted policies for public sector wage restraint.

MEASUREMENT OF WAGE INCREASES

In those cases in which the wage restraint program is effected through guidelines, there are no problems in the reporting of wage increases from the settlements reached. However, in the legislated programs which interrupt the term of an agreement, there are problems in the reporting of wage increases, and in determining the appropriate term of the wage contract.

For purposes of incorporating these legislated programs into our wages workfile and our aggregated wage data, Labour Canada has taken the position that the legislation in **Newfoundland, Nova Scotia, New Brunswick and Manitoba**, effectively breaks existing contracts for wage purposes, inserts a wage freeze and implements previously negotiated increases after the freeze. In the case of **Nova Scotia** and **New Brunswick**, there are, then, two contracts: one implementing the first increase which precedes the legislated freeze period, and a second which imposes the freeze and implements previously negotiated increases after the freeze. (At this time, the **Manitoba** legislation has not been examined to ascertain its precise implications.) In the case of **Newfoundland**, the legislation (1) allows any increase which has been negotiated and already implemented, but (2) voids any increase between April 1, 1991 and March 31, 1992. At the end of that period, the union has the option of (a) accepting the previously negotiated increases scheduled to take effect after the expiry of the freeze, or (b) extending the term of the contract by one year, and accepting increases which had been negotiated to take effect during the freeze, as well as those previously scheduled for the post-freeze period. In these circumstances, Labour Canada considers the pre-freeze increases as one contract, and the freeze period as a second (legislated) wage contract. Because subsequent increases depend on the choice of the union, which is unknown at this time, the implementation of the chosen increases will have to be regarded as a third contract - when that choice becomes known.

Consider the following recent settlement between the Government of Newfoundland and NAPE (representing 3,500 general service group employees).

Negotiated Wage Increases:	Year 1	April 1, 1990 - 3%	October 1, 1990 - 3%
	Year 2	April 1, 1991 - 4%	October 1, 1991 - 3%
	Year 3	April 1, 1992 - 4%	October 1, 1992 - 4%

Under the legislation, NAPE may:

- (A) retain a three-year contract with the second year increases voided as a result of the freeze, and the increases negotiated for the third year implemented after the freeze;
or
- (B) extend the agreement by one year and have all negotiated increases scheduled on or subsequent to April 1, 1991, implemented after the freeze period.

In this case, Labour Canada's criteria will result in the following:

First Contract;	3% & 3%	6.1% avg. ann. inc.	April 1, 1990 - March 31, 1991.
Second Contract;	0%	0% avg. ann. inc.	April 1, 1991 - March 31, 1992.
Third Contract;	(when choice becomes known)		
	Option A - 4% & 4%	8.2% avg. ann. inc.	April 1, 1992 - March 31, 1993
	Option B - 4%, 3%, 4% & 4%	7.6% avg. ann. inc.	April 1, 1992 - March 31, 1994

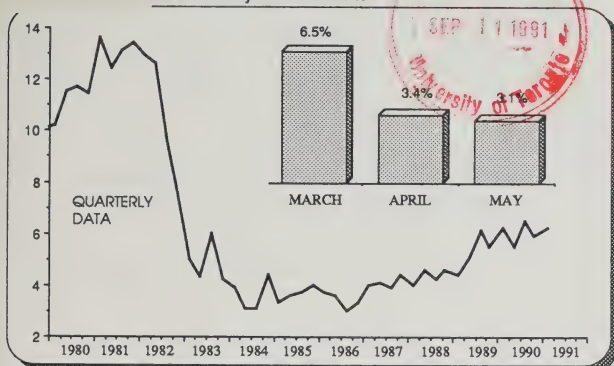


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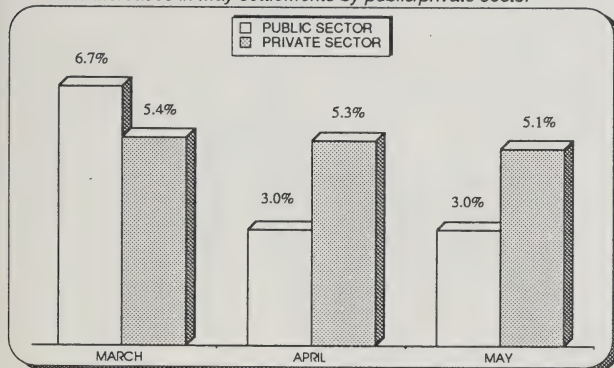
THE WAGE SETTLEMENTS BULLETIN

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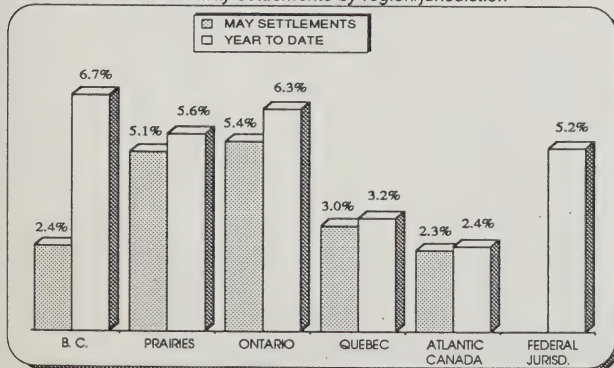
es from major settlements



Base rate increases in May settlements by public/private sector



Base rate increases in May settlements by region/jurisdiction



MAY 1991

•The average annual increase in base rates arising from major wage settlements reached in May was 3.1 per cent. This was slightly lower than April's 3.4 per cent and substantially below monthly increases of the past four years.

•The low May figure resulted almost entirely from public sector settlements in Quebec covering 354,357 employees with an increase of 3.0 per cent*, and in New Brunswick covering 35,560 employees with average annual increases of 2.0 per cent.

•The May data are the results of 87 settlements covering 425,692 employees; the typical monthly average is 41 agreements and 94,475 employees.

•The average increase for the 740,800 employees in the 230 settlements reached in the year to date is 4.1 per cent.

•For all public sector contracts reached in May, the average increase was 3.0 per cent; there were 68 agreements covering 406,202 public sector employees.

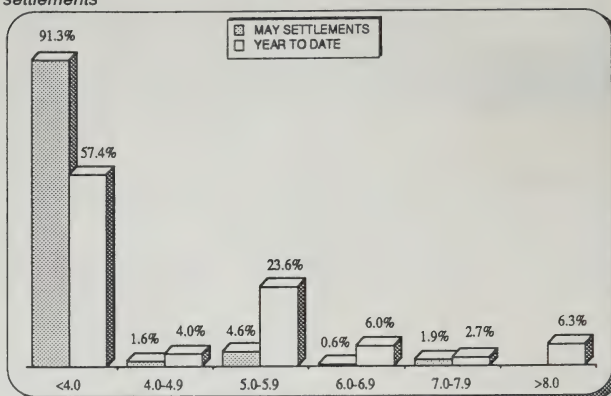
•Base rate increases from private sector settlements in May averaged 5.1 per cent for 19,490 employees in 19 agreements. Although higher than public sector averages in the past two months, private sector settlements have shown a gradual decline since mid-1990. Among the larger private sector groups to settle in May were 6,100 mining employees at INCO in Sudbury who received increases averaging 7.3 per cent. For 2,750 Ontario construction workers, wages were frozen in a one-year contract.

•Settlements were highest in Ontario where 24,840 employees received increases averaging 5.4 per cent. The Prairie provinces were also above the national average with increases averaging 5.1 per cent for 4,025 employees. Increases in Quebec at 3.0 per cent (357,377 empls.), British Columbia at 2.4 per cent (590 empls.), and Atlantic Canada at 2.3 per cent (38,860 empls) were below the national average. There were no settlements in the federal jurisdiction.

*See note on Restraint Programs, page 6.
Le Bulletin est également disponible en français.

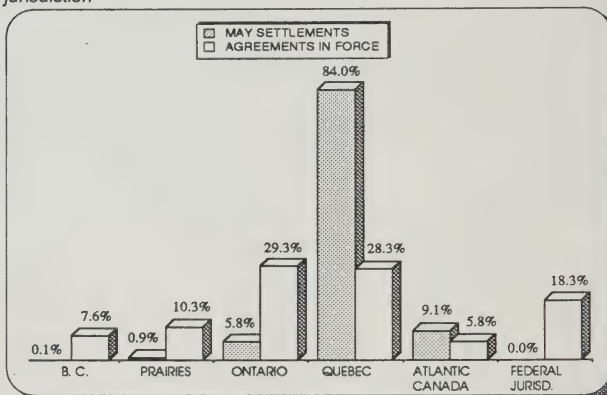
•Ninety-one per cent (388,862) of employees covered in May settlements received increases of less than 4.0 per cent. Fifty-seven per cent (425,047) of all employees covered in 1991 settlements thus far have received increases below 4.0 per cent; the majority have been in the public sector.

Percentage distribution of employees by base rate increases in May settlements



•Quebec and Atlantic Canada were over-represented in May's settlements. With 28.3 per cent of employees in all collective bargaining agreements in force, settlements in Quebec accounted for 84 per cent of employees in all of May's settlements. Atlantic Canada accounted for 9.1 per cent of all employees in the month's settlements (all in New Brunswick), while having 5.8 per cent of employees in agreements in force. All other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

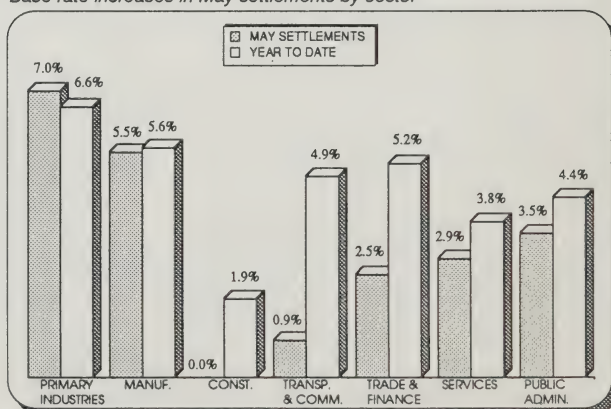
Percentage distribution of employees in May settlements by region/jurisdiction



•Wage increases by sector were as follows:

Primary	7.0%	7,700 empls.
Manufacturing	5.5%	7,630 empls.
Construction	0.0%	2,750 empls.
Trans. & Comm.	0.9%	1,590 empls.
Trade & Finance	2.5%	1,410 empls.
Services	2.9%	333,647 empls.
Public Admin.	3.5%	70,965 empls.

Base rate increases in May settlements by sector



MAJOR SETTLEMENTS REACHED IN MAY

Industry and employer	No. of empls.	Average annual percentage inc.*	First year increase	Duration (Month)	Expiry date
Primary	7 700	7.0			
CP Forest Products Ltd. woods operations empls., Que.	500	5.6	5.7	36	93-06-30
Brunswick Mining & Smelting mining div. empls., N.B.	1 100	5.7†	8.7	44	94-02-28
INCO Ltd. mining & smelting empls., Sudbury, Ont.	6 100	7.3†	10.7	36	94-05-31
Manufacturing	7 630	5.5			
Island Fishermans Cooperative Ltd., Lameque, N.B.	800	4.9	9.0	36	94-03-31
Labatt Brewery Ltd. plant & delivery empls., La Salle, Que.	830	5.1†	5.3	36	93-12-31
Dominion Textile Inc. plant empls., Que. (2 agreements)	1 690	4.9	4.8	36	94-02-15
Lake Ontario Steel Co. prod. empls., Whitby, Ont.	580	4.8†	5.1	36	94-02-27
Case JI Tenneco division plant empls., Hamilton, Ont.	800	6.0†	6.1	24	93-04-30
Budd Canada Inc. plant empls., Kitchener, Ont.	1 020	6.7†	7.4	36	94-04-22
St John Shipbuilding construction & repair empls., N.B.	1 400	6.0	6.0	24	92-12-31
Du Pont Canada Inc. plant empls., Maitland, Ont.	510	5.1	6.0	24	93-04-30
Construction	2 750	0.0			
Residential Low Rise Contractors constr. labourers, Toronto	650	0.0	0.0	12	92-04-30
Ontario Form Work Assoc. labourers	600	0.0	0.0	12	92-04-30
Masonry Contract Assoc. bricklayers & assistants, Ont.	1 000	0.0	0.0	12	92-04-30
Residential Framing Cont. Assoc. carpenters, Toronto, Ont.	500	0.0	0.0	12	92-04-30
Transportation, Communication & Other Utilities	1 590	0.9			
N.B. Electric Power Commission linemen & plant empls., N.B.	1 050	0.0	0.0	12	92-12-31
N.B. Electric Power Commission technical empls., N.B.	540	2.6†	0.0	24	93-12-31
Trade & Finance	1 410	2.5			
Ontario Produce Co. full & part-time empls., Toronto, Ont.	820	2.6	0.0	24	93-03-11
Macdonalds Consol. Ltd. plant & office empls., Vancouver, B.C.	590	2.4†	0.0	48	95-03-31
Community, Business & Personal Services	333 647	2.9			
Victoria Hospital Corp. clerical, tech. & service empls., Ont.	715	7.3	8.0	26	93-03-31
Durham Brd. Education bus drivers, maint. & food empls., Ont.	500	5.7	6.0	24	93-03-31
Lakehead Brd. Education teachers, Thunder Bay, Ont.	550	5.2	5.5	24	93-08-31
Essex County Brd. Education teachers, Ont.	575	7.7	7.7	12	92-08-31
University of Laval teaching assistants, Que.	700	5.0	5.0	36	93-12-31
Government of Quebec educ., health & welfare empls. (35)	303 157	3.0	3.0	06	92-06-30
Seven Oaks school div. #10 teachers, Winnipeg, Man.	545	5.0	5.1	24	91-12-31
Gov't of New Brunswick health & welfare empls. (5)	13 655	1.0-7.8	0.0	18-30	92/93-08-31
Gov't of New Brunswick education empls. (5)	13 250	0.0-3.3	0.0	12-36	92-08-31-94-10-31
Public Administration	70 965	3.5			
Gov't of New Brunswick general services empls.	2 500	2.7	0.0	24	93-03-31
Gov't of N.B. engineers, office, clerical & rehab. empls. (3)	4 565	2.8-3.0	0.0	30	93-12-31
Gov't of Quebec salaried, hourly, scientific & other prof., prison guards and custodians (4)	50 500	3.0	3.0	06	92-06-30
City of North York office & outside workers, Ont.	1 405	4.7	4.8	24	92-12-31
City of Calgary office & clerical empls., Alta.	2 435	4.8	5.6	24	92-12-31
Government of Ontario administrative services empls.	7 925	5.8	5.8	12	91-12-31
City of Edmonton police officers, Alta.	1 045	5.8	5.5	27	93-04-03
City of Ottawa police officers, Ont.	590	6.1	6.1	12	91-12-31
Agreements with COLA	11 560	6.3			
Agreements without COLA	414 132	3.0			
All agreements	425 692	3.1			

*Wage increases for agreements with a duration of less than 12 months are not annualized.

†Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1988	1989	1990	1990				1991	Year to date	Sep-90		Dec-89		Mar-89		1991	
				1	2	3	4			Nov	Feb	Nov	Feb	Mar	May	Mar	May
All Industries/Jurisdictions																	
Average Annual Increase	4.4	5.3	5.8	6.2	5.5	6.4	5.8	6.2	4.1	6.0	5.8	3.8	3.6	6.5	3.4	3.1	3.1
Non-COLA	4.4	5.3	6.1	6.2	6.0	6.5	5.5	6.5	3.9	5.8	6.1	3.6	3.6	6.7	3.1	3.0	3.0
COLA	4.3	5.3	5.4	6.3	5.0	6.1	6.1	5.4	5.5	6.3	5.3	5.7	5.7	5.5	5.4	5.3	5.3
First Year Increase	4.3	5.6	5.9	6.2	5.3	6.9	6.2	6.8	4.3	6.6	6.1	3.9	3.9	7.5	3.4	3.0	3.0
Non-COLA	4.3	5.7	6.4	6.3	6.3	7.1	5.6	7.3	4.0	6.2	6.5	3.7	3.7	7.7	3.2	2.9	2.9
COLA	4.4	5.2	5.3	6.2	4.5	6.5	6.9	5.7	6.0	7.1	5.5	6.5	6.5	6.0	5.3	8.2	8.2
Industries																	
Primary Industries	5.7	4.6	5.7	4.1	6.7	6.0	5.6	5.4	6.6	6.5	5.4	6.6	6.6	5.4	-	7.0	7.0
Manufacturing	4.9	5.7	6.1	5.6	5.5	6.4	6.2	5.6	5.6	6.3	5.4	5.6	5.6	5.6	5.6	5.5	5.5
Construction	5.6	6.0	6.1	4.3	5.8	7.1	5.6	4.5	1.9	7.1	6.5	0.7	0.7	2.8	-	0.0	0.0
Transp. & Communication	3.7	4.5	5.7	5.6	5.8	5.8	5.3	5.4	4.9	5.3	5.3	4.3	4.3	5.4	2.9	0.9	0.9
Trade-Finance	3.8	4.7	6.5	5.8	6.2	6.7	6.2	5.8	5.2	6.9	5.6	5.0	5.0	6.5	5.1	2.5	2.5
Services	3.9	5.8	5.5	6.0	5.2	6.4	5.5	7.0	3.8	5.4	6.4	3.5	3.5	7.5	2.3	2.9	2.9
Public Administration	4.3	4.9	6.1	7.2	5.7	4.8	5.6	5.7	4.4	5.5	5.5	4.2	4.2	5.7	3.8	3.5	3.5
Jurisdictions																	
Newfoundland	4.1	5.7	7.1	-	9.0	6.3	5.7	6.1	2.1	5.7	6.1	1.9	1.9	-	1.9	-	-
Prince Edward Island	4.8	4.7	5.8	-	5.8	-	-	-	-	-	-	-	-	-	-	-	-
Nova Scotia	5.1	5.7	5.9	6.0	6.7	4.6	4.7	5.4	5.3	4.7	5.3	5.2	5.2	5.5	4.9	4.9	4.9
New Brunswick	4.1	4.7	6.2	4.9	5.4	9.4	4.9	5.4	2.5	4.8	6.7	2.5	2.5	4.8	4.0	2.3	2.3
Quebec	4.3	5.4	4.8	5.2	4.7	5.2	5.5	5.2	3.2	5.6	5.2	3.1	3.1	5.5	5.1	3.0	3.0
Ontario	5.3	6.5	6.8	7.4	6.7	6.9	6.5	6.5	6.3	6.6	6.0	6.4	6.4	6.8	5.5	5.4	5.4
Manitoba	3.6	4.3	5.4	4.6	5.6	6.8	4.3	6.4	6.3	5.2	6.1	5.0	5.0	-	4.9	5.0	5.0
Saskatchewan	2.6	2.9	3.9	2.7	3.6	-	4.5	-	4.8	4.5	-	4.8	4.8	-	4.8	-	-
Alberta	3.1	4.0	5.6	5.7	6.0	5.2	5.2	5.1	5.1	5.1	5.1	5.1	5.1	5.0	5.0	5.1	5.1
British Columbia	5.2	6.9	6.9	7.2	7.4	7.1	5.9	7.4	6.7	5.6	7.1	5.2	5.2	7.2	4.6	2.4	2.4
Multi-Province	5.3	7.3	6.2	6.0	-	6.8	5.5	-	5.0	6.8	5.5	5.0	5.0	-	5.0	-	-
Federal Jurisdiction	3.8	4.2	5.5	4.7	5.6	5.7	5.2	5.4	5.2	5.2	5.3	4.9	4.9	5.5	3.0	-	-
Public Sector	3.9	5.3	5.6	6.4	5.3	6.1	5.5	6.4	3.9	5.4	6.1	3.7	3.7	6.7	3.0	3.0	3.0
Private Sector	5.0	5.3	6.0	5.6	5.8	6.6	6.0	5.5	5.3	6.3	5.4	5.2	5.2	5.4	5.3	5.1	5.1

OTHER INDICATORS

(year-over-year percentage change)

	1988	1989	1990	1990				1991	Year to date	Sep-90		Dec-89		Mar-89		1991	
				1	2	3	4			Nov	Feb	Nov	Feb	Mar	May	Mar	May
Union Wage Rate	4.4	5.6	5.6	5.3	5.4	5.5	5.6	5.6	5.5	5.6	5.6	5.5	5.5	5.6	5.3	5.3	5.5
Average Weekly Earnings																	
All Industries	2.7	4.8	5.0	5.3	5.2	5.5	5.4	5.6	6.4	4.7	6.0	6.3	6.3	5.9	5.7	5.7	5.7
Manufacturing	3.1	4.8	5.2	5.3	5.7	5.5	5.3	4.9	6.4	4.7	6.0	6.3	6.3	4.4	4.2	4.2	4.2
Consumer Price Index	4.1	5.0	4.8	5.4	4.6	4.2	4.9	6.4	6.4	4.7	6.0	6.3	6.3	6.3	6.3	6.3	6.2

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Concil. Brd.	July 89
•Government of Manitoba	Man. Govt. Empls. Assoc.	16 735	Legislation	September 90
•Government of Canada	PSAC	158 300	Conciliation	Mar.-Dec. 91
•Government of Canada	PIPS	10 570	Concil. Brd.	June-Dec. 90
•Government of Canada	PIPS (auditing & computer groups)	8 720	PCB/Med.	April & May 90
•Government of Canada	Cdn. Air Traffic Control Assoc.	2 125	Concil. Brd.	December 90
•City of Montreal & MUC	CUPE & Que. Police, Fire Assoc.	11 345	Barg./Strike	December 90
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Bargaining	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•City of Calgary	CUPE and others	5 700	Bargaining	December 90
•City of Winnipeg	CUPE and others	8 640	Concil./Barg.	Dec. 90 & Jan. 91
•Alberta Hospital Assoc.	Health Care Guild, Health Scien. Assoc.	9 310	Bargaining	March 91
•BC Hydro & Power Authority	IBEW, Office & Prof. Empls. Int. Union	4 050	Bargaining	March 91
•Canadian Broadcasting Corp.	CUPE & NABET and others	7 390	Bargaining	May 91
•Toronto Transit Comm.	Amalgamated Transit Union	7 200	Bargaining	June 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	53 800	Bargaining	August 91
•Ontario Council of Regents	OPSEU	15 200	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	16 770	Bargaining	August 91
Private Sector				
•Canada Safeway (Alberta)	UFCW	7 800	Mediation	Sept. 90
•Maritime Telegraph & Telephone	Atlantic Comm. & Tech. Wkrs.	3 000	Bargaining	Nov.-Dec. 90
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Bargaining	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•Const. Labour Rel. Assn. of B.C.	Various construction unions	27 625	Tent. Agt.	April 91
•Alta. Construction Lab. Rel. Assoc.	Various construction unions	7 040	Bargaining/ Tent. Agts.	April 91
•B.C. Forestry Industry	CPU, IWA & PPWC	40 595	Bargaining	June 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Sydney Steel Corp. (N.S.)	USWA	1 300	September 91
•Steinberg Inc. (Montreal)	UFCW	8 000	September 91
•Denison & Rio Algom (Ont.)	USWA	3 470	September 91
•Motor Transport Indus. of Ont.	Teamsters	3 000	September 91
•Hamilton Civic & Other Hospitals	CUPE	21 485	September 91
•Government of Saskatchewan	SGEU	12 000	September 91
•Council of Marine Carriers (B.C.)	CBRT, SIU & CMSG	1 450	September 91

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,094 such agreements for 2,227,543 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

PUBLIC SECTOR WAGE RESTRAINT PROGRAMS

The federal government and a majority of provincial governments have imposed wage restraint programs in their public sectors. At the time of printing, **Newfoundland, Nova Scotia, New Brunswick and Manitoba** had introduced legislation to implement wage restraint programs. The legislation in these provinces will effectively impose a wage freeze during the term of the existing contracts of public sector employees. **British Columbia** has instituted a Compensation Fairness Act (replacing the Compensation Stabilization Act), allowing for a Commissioner to review all public sector wage settlements and enforce rollbacks where increases are above an unspecified level (to be based on certain criteria). Since 1985, **Alberta** has instituted wage guidelines through legislation; amendments to the legislation in 1988 limit public sector wage increases to a level in accord with "general economic conditions in Alberta". **Saskatchewan** and the **Federal Government** have set wage guidelines, and the Federal Government has indicated that the guidelines will be enforced by legislation if necessary. **Quebec** has negotiated a six-month agreement with its public sector employees, with no increase in wages until the end of the contract in June 1992, when there will be a 3 per cent increase. **Ontario** and **Prince Edward Island** have not instituted policies for public sector wage restraint.

MEASUREMENT OF WAGE INCREASES

In those cases in which the wage restraint program is effected through guidelines, there are no problems in the reporting of wage increases from the settlements reached. However, in the legislated programs which interrupt the term of an agreement, there are problems in the reporting of wage increases, and in determining the appropriate term of the wage contract.

For purposes of incorporating these legislated programs into our wages workfile and our aggregated wage data, Labour Canada has taken the position that the legislation in **Newfoundland, Nova Scotia, New Brunswick and Manitoba**, effectively breaks existing contracts for wage purposes, inserts a wage freeze and implements previously negotiated increases after the freeze. In the case of **Nova Scotia, New Brunswick and Manitoba**, there are, then, two contracts: one implementing the first increase which precedes the legislated freeze period, and a second which imposes the freeze and implements previously negotiated increases after the freeze. In the case of **Newfoundland**, the legislation (1) allows any increase which has been negotiated and already implemented, but (2) voids any increase between April 1, 1991 and March 31, 1992. At the end of that period, the union has the option of (a) accepting the previously negotiated increases scheduled to take effect after the expiry of the freeze, or (b) extending the term of the contract by one year, and accepting increases which had been negotiated to take effect during the freeze, as well as those previously scheduled for the post-freeze period. In these circumstances, Labour Canada considers the pre-freeze increases as one contract, and the freeze period as a second (legislated) wage contract. Because subsequent increases depend on the choice of the union, which is unknown at this time, the implementation of the chosen increases will have to be regarded as a third contract - when that choice becomes known.

In the case of **Quebec** a problem arises in using our normal procedure of annualizing wage increases. The contract is for a 6-month period ending June 30, 1992; wages are unchanged throughout the period of the contract until the last day, when a 3.0 per cent increase will be applied. This increase of 3.0 per cent on the last day of the contract is an atypical situation. Annualizing the 3.0 per cent as is normally done, the increase would amount to 6.1 per cent. However, throughout the period of the contract there is in effect a wage freeze. On a time-weighted basis the increase amounts close to 0.0 per cent. In the context of wage restraint which the agreement demonstrates, it would be inappropriate to annualize the increase, particularly in view of the result if a time-weighted average was employed. In these circumstances, Labour Canada has reviewed its methodology and decided that a more accurate and representative reporting of the contract would involve not annualizing increases in contracts of less than 12 month's. The Quebec public sector increase is, therefore, reported as 3.0 per cent.

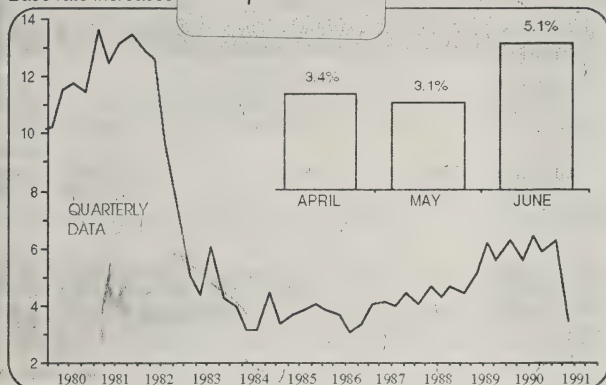
Labour Canada
Bureau of
Labour
Information
1-800-567-6866
or (819) 997-3111

THE WAGE SETTLEMENTS BULLETIN

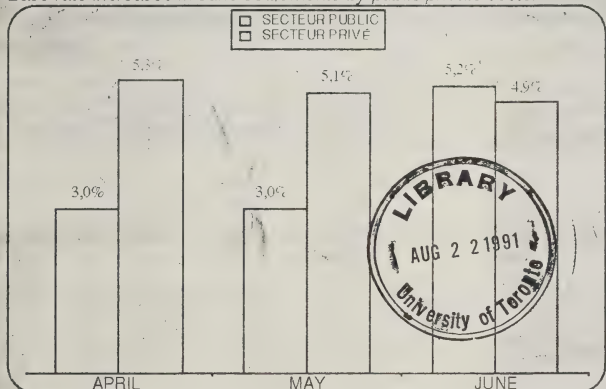
August 1991
Volume 2, Issue 8

Base rate increases

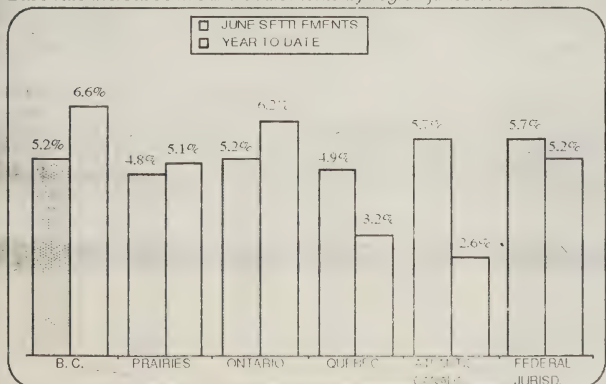
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Base rate increases in June settlements by public private sector



Base rate increases in June settlements by region/jurisdiction



JUNE 1991

•Base rate wage increases from major collective bargaining settlements reached in **June** averaged **5.1 per cent**, up from 3.1 per cent in May, and 3.4 per cent in April.

•The June data are the results of 42 settlements covering 56,472 employees; in 1990 there were on average 41 agreements covering 95,533 employees each month.

•The average annual increase for the 810,085 employees in the 276 settlements reached in the **year-to-date** is **4.2 per cent**.

•Base rate increases from **public sector** settlements in the month of June averaged **5.2 per cent**. This is up from April and May. In contrast to these two months, public sector settlements in June were mainly in jurisdictions without public sector wage restraint programs. There were 20 agreements covering 32,256 public sector employees in June.

•Among the major public sector groups to settle in June were 6,800 Saskatchewan nurses with increases averaging 4.6 per cent. In Prince Edward Island 3,800 provincial government employees gained increases averaging 6.1 per cent.

•**Private sector** settlements continued to show a modest decline in June with base rate increases of **4.9 per cent** for 24,216 employees in 22 agreements. Among the major private sector settlements were 7,400 bricklayers, carpenters and electricians in Alberta's construction industry with average annual increases of 4.3 to 5.8 per cent. Increases ranged from 4.0 to 4.4 per cent for 6,785 Canada Safeway retail food employees in Alberta.

•Settlements were highest in Atlantic Canada where 5,300 employees received increases averaging 5.7 per cent. Settlements in both British Columbia (2,594 empls.) and Ontario (9,387 empls.) were above the national average at 5.2 per cent. Increases in Quebec at 4.9 per cent (1,850 empls.) and the Prairie provinces at 4.8 per cent (32,853 empls.) were below the national average. Three settlements in the federal jurisdiction covering 3,388 employees provided increases averaging 5.7 per cent.

Le Bulletin est également disponible en français.

• Fifty-three per cent (30,050) of employees covered in June settlements received increases of between 4.0 and 4.9 per cent. Close to 46 per cent (25,922) of employees received increases greater than 5.0 per cent, of which, 13,434 employees received increases ranging between 5.0 and 5.9 per cent. Less than one per cent (500) of all employees in June settlements received wage increases below 4.0 per cent.

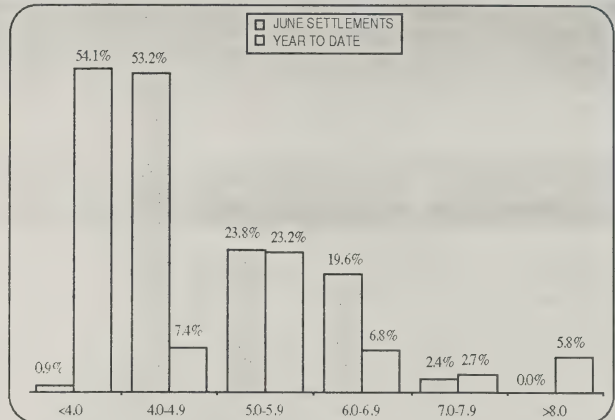
• In contrast, 54.1 per cent of all employees who have settled in the first half of the year have received increases averaging less than 4.0 per cent.

• Contracts in the Prairie provinces covering 32,853 employees accounted for over fifty-eight per cent of employees in June settlements, compared to a 12.2 per cent representation in all agreements in force. Among the major settlements in the Prairie provinces were 5,320 City of Winnipeg office employees with increases averaging 4.1 per cent. Settlements for 3,588 teachers in Alberta provided average annual increases ranging from 4.6 to 6.6 per cent. Also in Alberta, 1,410 TransAlberta Utilities employees received increases averaging 5.5 per cent. In addition, 1,300 Greyhound of Canada bus line employees, located primarily in western Canada, received increases averaging 6.7 per cent.

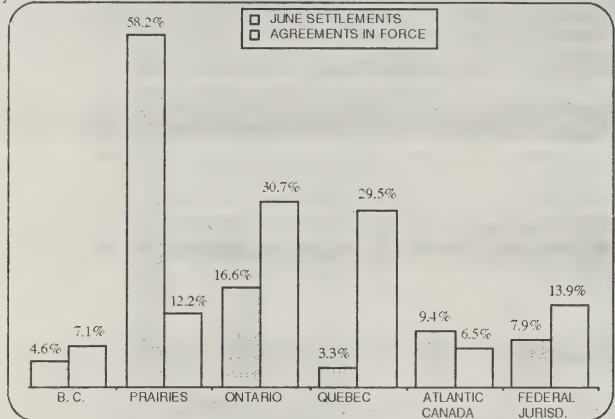
• Wage increases by industry were as follows:

Manufacturing	4.7%	3,749 empls.
Construction	5.5%	8,500 empls.
Trans. & Comm.	5.6%	5,383 empls.
Trade & Finance	4.1%	8,335 empls.
Services	5.3%	18,985 empls.
Public Admin.	5.0%	11,520 empls.

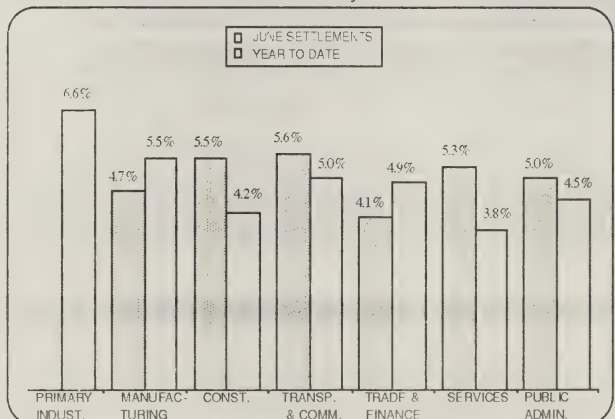
Percentage distribution of employees in by base rate increases in June - settlements



Percentage distribution of employees in June settlements by region/ jurisdiction



Base rate increases in June settlements by sector



SECOND QUARTER 1991

•The average annual increase in base rates arising from major wage settlements reached in the **second quarter** of 1991 was **3.3 per cent**. This is a significant decline from the average of 6.2 per cent registered in the first quarter. The second quarter figure is the lowest since the fourth quarter of 1986 when the average was also 3.3 per cent.

•The results are based on a review of the 167 agreements reached in the quarter and cover 577,345 employees.

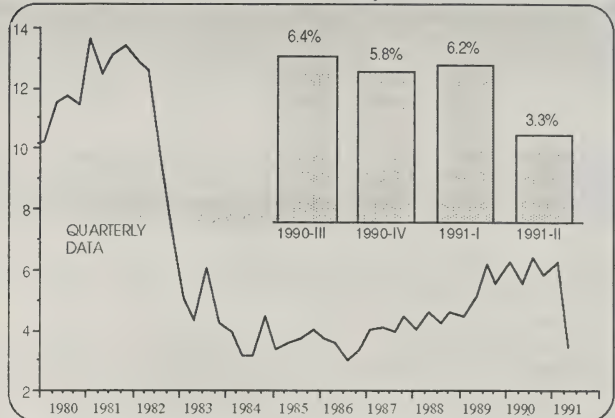
•The second quarter decline results almost entirely from low public sector settlements in those provinces which have adopted wage restraint measures.* **Public sector** increases in the quarter averaged 3.2 per cent, down from 6.4 per cent in the first quarter. Major public sector settlements in the second quarter included those in Quebec for 372,700 employees with an increase of 3.0 per cent, in New Brunswick for 36 400 employees with average annual increases of 2.1 per cent, and in Newfoundland for 42 740 public sector employees with average increases of 1.9 per cent. In total, there were 520,089 employees covered in 119 public sector settlements in the second quarter.

•**Private sector** settlements eased to 5.1 per cent in the second quarter from 5.5 per cent in the first quarter, and from a peak of 6.6 per cent in the third quarter of 1990. The private sector agreements reached in the second quarter covered 57,256 employees.

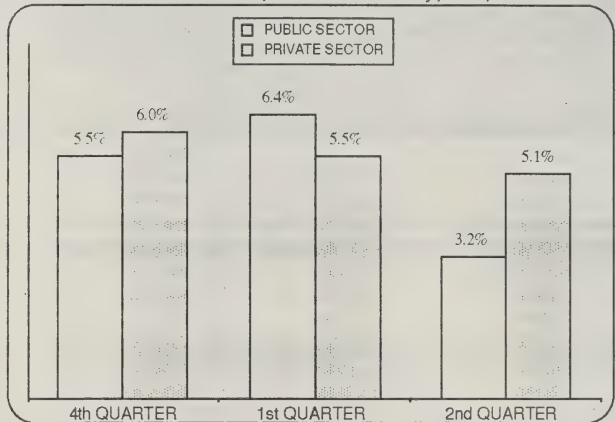
•Wage increases were lowest in those jurisdictions and regions with wage restraint programs in effect. In Atlantic Canada the average increase was 2.4 per cent (88,200 empls.), and in Quebec 3.1 per cent (383,100 empls.). In British Columbia increases averaged 4.6 per cent (7,700 empls.), in the Prairie provinces 4.9 per cent (40,000 empls.), and in Ontario 5.4 per cent (49,200 empls.). In the Federal jurisdiction the average increase was 4.2 per cent (7,400 empls.).

* See note on Restraint Programs, page 7.

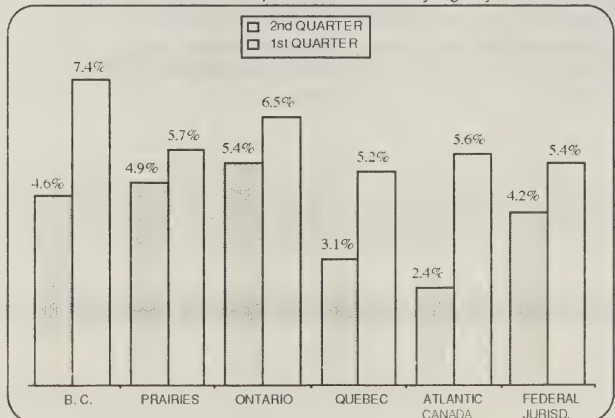
Perspective on base rate increases from major settlements



Base rate increases in second quarter settlements by public/private sector



Base rate increases in second quarter settlements by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN JUNE

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing	3 749	4.7			
Dairyland Foods prod., maint. & distrib. empls., B.C.	1 249	4.0	2.6	30	93-03-31
Canada Packers Ltd. plant & maint. empls., Montreal, Que.	500	4.8	4.7	24	93-03-31
Canada Packers Ltd. plant & maint. empls., Toronto, Ont.	1 000	4.8	4.7	24	93-03-31
Seagram & Sons prod. & maint. empls., Ont., Que., Man.	500	5.2 ¹	5.9	36	94-01-31
Shell Canada Ltd. production empls., Montreal, Que.	500	6.0	6.0	12	92-01-31
Construction	8 500	5.5			
Ont. Concrete Drain Contractors labourers, Toronto, Ont	500	0.0	0.0	12	92-04-30
Alberta Construction Labour Relations bricklayers	500	4.3	3.9	24	93-04-30
Alberta Construction Labour Relations carpenters	4 000	5.8	6.0	24	93-04-30
Electrical Cont. Assoc. of Alberta electricians	2 900	5.8	6.2	24	93-04-30
Pipe Line Cont. Assoc. of Canada, Canada-wide	600	7.1	7.0	24	93-04-30
Transportation, Communication & Other Utilities	5 383	5.6			
Gov't. of Canada ships officers, Canada-wide	1 191	4.6 ²	10.7	43	94-03-31
BC Gas Ltd. utility workers	585	5.3 ¹	6.0	36	94-03-31
TransAlberta Utilities office & field empls., Alta.	1 410	5.5	5.5	12	91-12-31
Maritime Employers Assoc. longshore empls., Montrea	897	5.7	5.6	36	92-12-31
Greyhound of Canada Ltd. oper., term. & garage empls.	1 300	6.7 ¹	5.5	36	93-12-31
Trade & Finance	8 335	4.1			
Canada Safeway meat & deli empls., Alberta (2 agts.)	1 220	4.4	3.5	48	94-09-12
Canada Safeway full & part-time retail empls., Alberta (4)	5 565	4.0	3.2	48	94-09-22
Food For Less full & part-time retail empls., Alberta (2)	1 550	4.0	3.2	48	94-09-12
Community, Business & Personal Services	18 985	6.9			
Marie-Antoinette Restaurants employees, Quebec City	850	4.3	4.0	36	94-02-28
Government of PEI teachers	1 500	4.5	4.5	12	92-06-30
University of Guelph office & technical empls., Ont.	850	4.5 ¹	4.0	24	93-06-30
Northern Alberta Institute of Technology teachers	790	4.6	4.6	12	92-06-30
Leeds-Grenville Brd. Education teachers, Brockville, Ont.	509	5.1	5.7	24	93-08-31
Windsor Board of Education teachers, Ont. (2 agts.)	1 315	5.3 ¹	5.5	24	93-08-31
Lakehead Board of Education teachers, Thunder Bay	633	5.3 ¹	5.5	24	93-08-31
University of Alberta academic & prof. empls., Edmonton	2 000	6.3	6.3	12	92-06-30
Northern Central Alberta Schl. Assoc. teachers, Barrhead	798	6.6	6.6	12	92-08-31
Durham Board of Education teachers, Oshawa, Ont.	2 180	6.7 ¹	6.7	12	92-08-31
Board of Trust. District No. 34 teachers, Abbotsford, B.C.	760	7.1	7.1	24	92-06-30
Saskatchewan Health Care Assoc. nurses	6 800	4.6	7.4	24	93-03-31
Public Administration	11 520	5.0			
City of Winnipeg office employees, Manitoba	5 320	4.1 ¹	3.0	36	93-12-25
City of Etobicoke outside workers, Ont.	625	4.4	4.6	24	92-12-31
City of Scarborough outside workers, Ont.	540	4.7	4.8	24	92-12-31
City of York police officers, Newmarket, Ont.	685	5.5	5.5	12	91-12-31
Gov't. of PEI civil service employees	3 800	6.1	9.4	18	92-03-31
Niagara Regional Brd. of Commissioners police officers	550	6.4	6.4	12	91-12-31
Agreements with COLA	12 683	5.1			
Agreements without COLA	43 789	5.8			
All agreements	56 472	5.6			

*This settlement reflects increases designed to give east coast ship's officers wage parity with their western counterparts.

¹Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage increases in base rates)

	1988	1989	1990	1990			1991		1991			Year to
				2	3	4	1	2	Apr	May	Jun	date
All Industries/Jurisdictions												
Average Annual Increase	4.4	5.3	5.8	5.5	6.4	5.8	6.2	3.3	3.4	3.1	5.1	4.2
Non-COLA	4.4	5.3	6.1	6.0	6.5	5.5	6.5	3.2	3.1	3.0	5.1	4.0
COLA	4.3	5.3	5.4	5.0	6.2	6.2	5.4	5.6	5.4	6.3	5.1	5.5
First Year Increase	4.3	5.6	5.9	5.3	6.9	6.2	6.8	3.3	3.4	3.0	5.5	4.3
Non-COLA	4.3	5.7	6.4	6.3	7.1	5.6	7.3	3.1	3.2	2.9	5.8	4.1
COLA	4.4	5.2	5.3	4.5	6.5	6.9	5.7	6.0	5.4	8.2	4.6	5.8
Industries												
Primary Industries	5.7	4.6	5.7	6.8	6.1	5.6	5.4	7.0	-	7.0	-	6.6
Manufacturing	4.9	5.7	6.1	5.6	6.4	6.2	5.6	5.4	5.6	5.5	4.7	5.5
Construction	5.6	6.0	6.1	5.8	7.1	5.6	4.5	4.2	-	0.0	5.5	4.2
Transp. & Communication	3.7	4.5	5.7	5.8	5.8	5.3	5.4	3.8	2.9	0.9	5.6	5.0
Trade-Finance	3.8	4.7	6.5	6.2	6.7	6.2	5.8	4.6	5.1	2.5	4.1	4.9
Services	3.9	5.8	5.5	5.2	6.4	5.5	7.0	3.0	2.3	2.9	5.3	3.8
Public Administration	4.3	4.9	6.1	5.7	4.8	5.6	5.7	3.7	3.8	3.5	5.0	4.5
Jurisdictions												
Newfoundland	4.1	5.7	7.1	9.0	6.3	5.7	6.1	1.9	1.9	-	-	2.1
Prince Edward Island	4.8	4.7	5.8	5.8	-	-	-	5.7	-	-	5.7	5.7
Nova Scotia	5.1	5.7	5.7	6.7	4.6	4.7	5.4	4.9	4.9	-	-	5.3
New Brunswick	4.1	4.7	6.2	5.4	9.4	4.9	5.4	2.4	4.0	2.3	-	2.5
Quebec	4.3	5.4	4.8	4.7	5.2	5.5	5.2	3.1	5.1	3.0	4.9	3.2
Ontario	5.3	6.5	6.8	6.7	6.9	6.5	6.5	5.4	5.5	5.5	5.2	6.2
Manitoba	3.6	4.3	5.5	5.6	6.8	4.3	6.4	4.2	4.9	5.0	4.1	5.6
Saskatchewan	2.6	2.9	3.9	3.6	-	4.5	-	4.7	4.8	-	4.6	4.7
Alberta	3.1	4.0	5.6	6.0	5.2	5.2	5.1	5.1	5.0	5.1	5.1	5.1
British Columbia	5.2	6.9	6.9	7.4	7.1	5.9	7.4	4.6	4.6	2.4	5.2	6.6
Multi-Province	5.3	7.3	6.2	-	6.8	5.5	-	5.8	5.0	-	6.3	5.8
Federal Jurisdiction	3.8	4.2	5.5	5.7	5.7	5.2	5.4	4.2	3.0	-	5.7	5.2
Public Sector	3.9	5.3	5.6	5.3	6.1	5.5	6.4	3.2	3.0	3.0	5.2	4.0
Private Sector	5.0	5.3	6.0	5.8	6.6	6.0	5.5	5.1	5.3	5.1	4.9	5.3

OTHER INDICATORS
(year-over-year percentage change)

	1988	1989	1990	1990			1991		1991			Year to date
				2	3	4	1	2	Apr	May	Jun	
Union Wage Rate Index	4.4	5.6	5.6	5.4	5.5	5.6	5.6	5.5	5.3	5.5	5.8	5.5
Average Weekly Earnings												
All Industries	2.7	4.8	5.0	5.2	5.5	5.4	5.6		5.7	5.7		
Manufacturing	3.1	4.8	5.2	5.7	5.5	5.3	4.9		4.2	4.5		
Consumer Price Index	4.1	5.0	4.8	4.6	4.2	4.9	6.4	6.3	6.3	6.2	6.3	6.3

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Concl. Brd.	July 89
•Government of Canada	PSAC	158 300	Concliation	Mar.-Dec. 91
•Government of Canada	PIPS	10 570	Concl. Brd.	June-Dec. 90
•Government of Canada	PIPS (auditing & computer groups)	8 720	PCB/Med.	April & May 90
•Government of Canada	Cdn. Air Traffic Control Assoc.	2 125	Concl. Brd.	December 90
•City of Montreal & MUC	CUPE & Que. Police, Fire Assoc.	11 345	Barg./Strike	December 90
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Bargaining	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•City of Calgary	Police and IBEW	1 790	Mediation	December 90
•City of Winnipeg	ATU and WAPSO	2 140	Bargaining	Dec. 90 & Jan. 91
•Alberta Hospital Assoc.	Health Care Guild, Health Scien. Assoc.	9 310	Med./Barg.	March 91
•BC Hydro & Power Authority	IBEW, Office & Prof. Empls. Int. Union	4 050	Bargaining	March 91
•Canadian Broadcasting Corp.	CUPE & NABET and others	7 390	Bargaining	May 91
•Toronto Transit Comm.	Amalgamated Transit Union	7 200	Bargaining	June 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	46 607	Bargaining	August 91
•Ontario Council of Regents	OPSEU	15 200	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	13 182	Bargaining	August 91
Private Sector				
•Maritime Telegraph & Telephone	Atlantic Comm. & Tech. Wkrs.	3 000	Tent. Agt.	Nov.-Dec. 90
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Bargaining	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•B.C. Forestry Industry	CPU, IWA & PPWC	40 595	Bargaining	July 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Sydney Steel Corp. (N.S.)	USWA	1 300	September 91
•Steinberg Inc. (Montreal)	UFCW	8 000	September 91
•Denison & Rio Algom (Ont.)	USWA	3 470	September 91
•Motor Transport Indus. of Ont.	Teamsters	3 000	September 91
•Hamilton Civic & Other Hospitals	CUPE	21 485	September 91
•Government of Saskatchewan	SGEU	12 000	September 91
•Council of Marine Carriers (B.C.)	CBRT, SIU & CMSG	1 450	September 91
•Government of Manitoba	Man. Govt. Empls. Assoc.	16 735	September 91

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,094 such agreements for 2,227,543 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rate Index: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate index includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

UPDATE ON PUBLIC SECTOR WAGE RESTRAINT PROGRAMS

The federal government and a majority of provincial governments have imposed wage restraint programs in their public sectors. At the time of printing, **Newfoundland, Nova Scotia, New Brunswick and Manitoba** had passed legislation implementing wage restraint programs in their provinces. The legislation in these provinces will effectively impose a wage freeze during the term of the existing contracts of public sector employees. **British Columbia** has instituted a Compensation Fairness Act (replacing the Compensation Stabilization Act), allowing for a Commissioner to review all public sector wage settlements and enforce rollbacks where increases are above an unspecified level (to be based on certain criteria). Since 1985, **Alberta** has instituted wage guidelines through legislation; amendments to the legislation in 1988 limit public sector wage increases to a level in accord with "general economic conditions in Alberta". **Saskatchewan** and the **Federal Government** have set wage guidelines, and the Federal Government has indicated that the guidelines will be enforced by legislation if necessary. **Quebec** has negotiated a six-month agreement with its public sector employees, with no increase in wages until the end of the contract in June 1992, when there will be a 3 per cent increase. **Ontario** and **Prince Edward Island** have not instituted policies for public sector wage restraint.

MEASUREMENT OF WAGE INCREASES

In those cases in which the wage restraint program is effected through guidelines, there are no problems in the reporting of wage increases from the settlements reached. However, in the legislated programs which interrupt the term of an agreement, there are problems in the reporting of wage increases, and in determining the appropriate term of the wage contract.

For purposes of incorporating these legislated programs into our wages workfile and our aggregated wage data, Labour Canada has taken the position that the legislation in **Newfoundland, Nova Scotia, New Brunswick and Manitoba**, effectively breaks existing contracts for wage purposes, inserts a wage freeze and implements previously negotiated increases after the freeze. In the case of **New Brunswick and Manitoba**, there are, then, two contracts: one implementing the first increase which precedes the legislated freeze period, and a second which imposes the freeze and implements previously negotiated increases after the freeze. In the case of **Newfoundland and Nova Scotia**, the legislation (1) allows any increase which has been negotiated and already implemented, but (2) voids any increase between April 1, 1991 and March 31, 1992 in Newfoundland, and voids any increase that was scheduled to occur after May 14, 1991 for a period of two years in Nova Scotia. At the end of that period, the union has the option of (a) extending the term of the contract by one year in Newfoundland, two years in Nova Scotia, and accepting increases which had been negotiated to take effect during the freeze, as well as those previously scheduled for the post-freeze period, or (b) accepting the previously negotiated increases scheduled to take effect after the expiry of the freeze in Newfoundland, or in the case of Nova Scotia, negotiate a new contract. In these circumstances, Labour Canada considers the pre-freeze increases as one contract, and the freeze period as a second (legislated) wage contract. Because subsequent increases depend on the choice of the union, which is unknown at this time, the implementation of the chosen increases will have to be regarded as a third contract - when that choice becomes known.

In the case of **Quebec** a problem arises in using our normal procedure of annualizing wage increases. The contract is for a 6-month period ending June 30, 1992; wages are unchanged throughout the period of the contract until the last day, when a 3.0 per cent increase will be applied. This increase of 3.0 per cent on the last day of the contract is an atypical situation. Annualizing the 3.0 per cent as is normally done, the increase would amount to 6.1 per cent. However, throughout the period of the contract there is in effect a wage freeze. On a time-weighted basis the increase amounts to close to 0.0 per cent. In the context of wage restraint which the agreement demonstrates, it would be inappropriate to annualize the increase, particularly in view of the result if a time-weighted average was employed. In these circumstances, Labour Canada has reviewed its methodology and decided that a more accurate and representative reporting of the contract would involve not annualizing increases in contracts of less than 12 months. The Quebec public sector increase is, therefore, reported as 3.0 per cent.

WORK STOPPAGES - FIRST HALF 1991

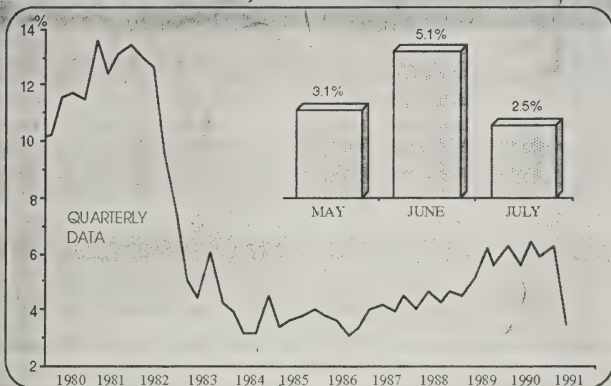
Time not worked as a result of major work stoppages in the first half of 1991 was at its lowest level since the second half of 1985. Person-days not worked amounted to 455,960, representing 0.03 per cent of estimated total working time, or 3 days per 10,000 worked. The corresponding figure for 1990 as a whole was 13 days per 10,000 worked.

WORK STOPPAGES - PERSON-DAYS LOST*

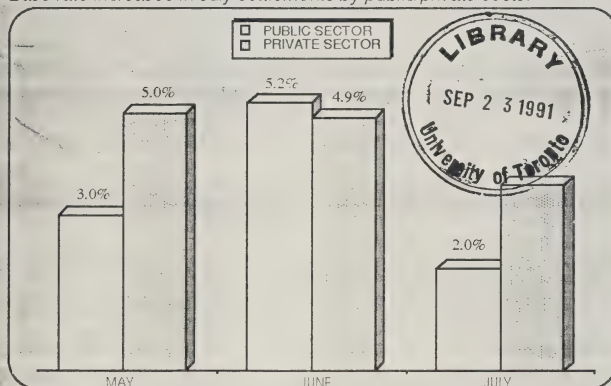
<u>YEAR</u>	<u>1st Half</u>	<u>2nd Half</u>	<u>Total</u>
1980	3,840,390	3,041,270	6,881,660
1981	1,866,390	4,303,280	6,169,670
1982	1,535,900	2,323,910	3,859,810
1983	1,703,950	1,178,160	2,882,110
1984	788,680	1,542,670	2,331,350
1985	907,150	441,610	1,348,760
1986	2,580,130	3,093,180	5,673,310
1987	1,097,680	1,310,810	2,408,490
1988	1,246,700	2,147,180	3,393,880
1989	714,230	1,462,810	2,177,040
1990	1,580,960	1,959,860	3,540,820
1991	455,960		

*The above data are based on work stoppages involving 500 or more employees.

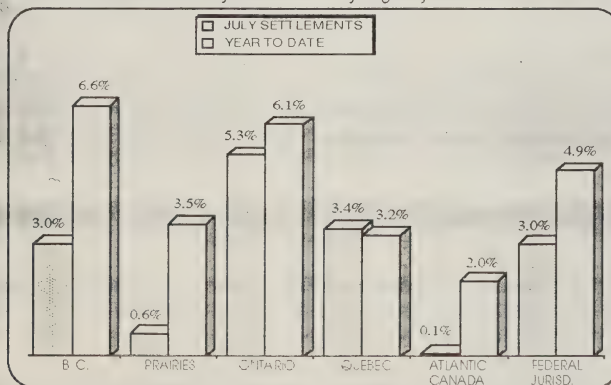
Base rate increases from major settlements



Base rate increases in July settlements by public/private sector



Base rate increases in July settlements by region/jurisdiction



JULY 1991

•The average increase in base wage rates from major collective bargaining agreements reached in July was 2.5 per cent, a significant decline from 5.1 per cent in June, and lower than the average of 3.4 per cent in the second quarter of the year.

•The July results are based on a review of the 84 agreements reached in the month, and cover 139,500 employees. (In 1990, there were on average 41 agreements covering 95,533 employees each month.)

•For the 950,718 employees in the 363 agreements reached in the January-July period, the average increase was 3.9 per cent.

•The low July figure largely reflects the impact of wage restraint measures on public sector increases; wage increases in this sector averaged 2.0 per cent for 102,197 employees in 56 agreements. Among them were 31,433 Manitoba and 25,015 Nova Scotia public sector employees with settlements in which there were no wage adjustments, and 14,426 public sector employees in Quebec with increases averaging 3.1 per cent. In Ontario, increases averaged 5.6 per cent for 25,288 teachers and municipal employees.

•Private sector settlements at 3.6 per cent, also showed some moderation. There were 28 private sector settlements in July, covering 37,301 employees. Private sector increases ranged from a low of no wage adjustment for 800 Sydney Steel workers in Nova Scotia, to 8.9 per cent for 900 Pipeline Construction Association workers (multi-provincial).

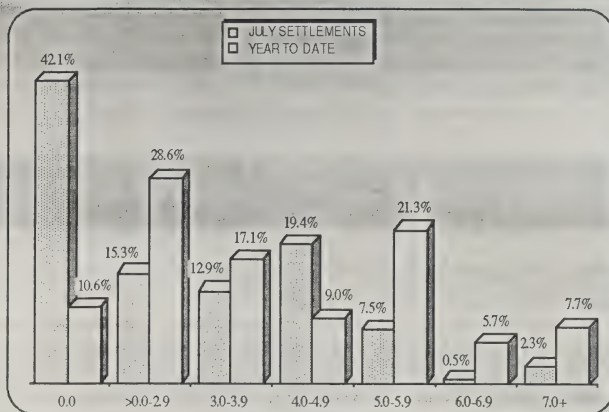
•Settlements in Atlantic Canada yielded increases averaging 0.1 per cent for 26,440 employees (25,015 in Nova Scotia's public sector with no wage increase). In the Prairie provinces the average was 0.6 per cent for 36,974 employees (31,433 in Manitoba's public sector with no wage increase). The average increase in British Columbia was 3.0 per cent (630 employees), in Quebec 3.4 per cent (37,661 employees), and in Ontario 5.3 per cent (29,598 employees). Two settlements in the Federal jurisdiction provided increases of 3.0 per cent to 6,695 employees.

Le Bulletin est également disponible en français.

• Approximately seventy per cent (98,105) of employees covered in July's settlements received increases of under 4.0 per cent; 58,668 of these (42.1 per cent of all employees in July's settlements), received no wage increase. Approximately nineteen per cent (27,054) of employees gained increases between 4.0 and 4.9 per cent, and 10 per cent (14,339) gained increases of 5.0 per cent or more.

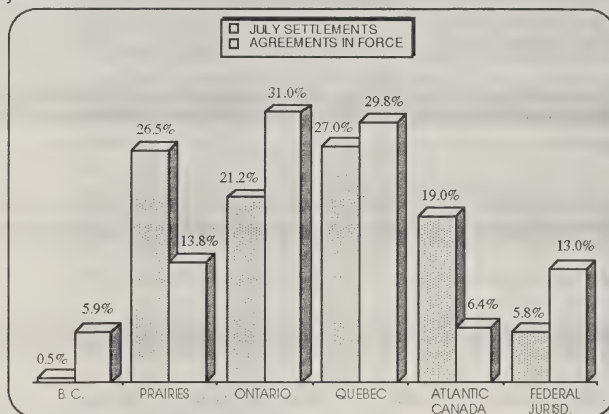
• In contrast, close to 35 per cent of employees in settlements reached between January and July gained increases of 5.0 per cent or more.

Percentage distribution of employees in July settlements by size of base rate increases



• Contracts in the Prairie provinces covering 36,974 employees accounted for 26.5 per cent of employees in July's settlements, compared to a 13.8 per cent employee coverage in all agreements in force. In Atlantic Canada, the employee coverage of 26,440 represented 19.0 per cent of employees in July's settlements, while the Atlantic Canada employee coverage in all agreements in force is 6.4 per cent. All other regions/jurisdictions were under-represented in July's settlement coverage when compared to the universe of agreements in force.

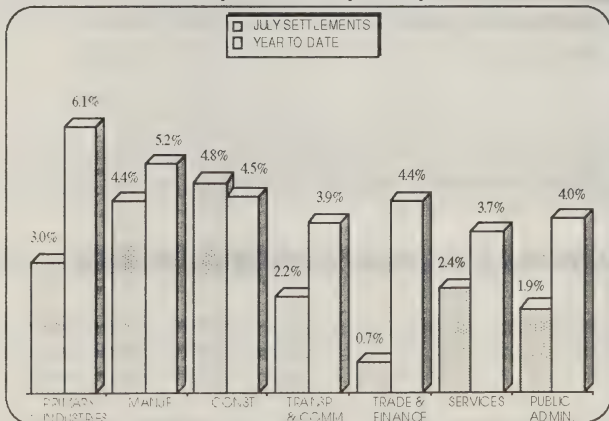
Percentage distribution of employees in July settlements by region/jurisdiction



• Wage increases by industry were as follows:

Primary Industries	3.0%	575 empls.
Manufacturing	4.4%	14,196 empls.
Construction	4.8%	3,625 empls.
Trans. & Comm.	2.2%	31,140 empls.
Trade & Finance	0.7%	2,646 empls.
Services	2.4%	46,925 empls.
Public Admin.	1.9%	40,391 empls.

Base rate increases in July settlements by industry



MAJOR SETTLEMENTS REACHED IN JULY

Industry and employer	No. of empls.	Average annual percentage inc. *	First year increase	Duration (Month)	Expiry date
Primary Industries	575	3.0			
JM Asbestos Inc. mining empls., Asbestos, Que.	575	3.0 [†]	0.0	36	94-01-31
Manufacturing	14 196	4.4			
Sydney Steel Corp. production empls., Sydney, N.S.	800	0.0	0.0	24	93-09-28
Cdn. Handbag Manufacturing Council plant empls., Montreal	650	2.8 [†]	1.5	36	93-12-31
Burns Meats Ltd. plant & maint. empls., Winnipeg, Man.	720	3.4	3.5	36	94-03-31
Manufacture WCI production empls., L'Assomption, Que.	785	3.6	2.1	36	94-03-17
Bristol Aerospace Ltd. production empls., Winnipeg, Man.	866	4.0	4.0	24	93-03-31
Quebec Fashion Apparel Mfg. Guild prod. empls., Montreal	3 500	4.6	3.2	36	94-05-31
Quebec Iron & Titanium Inc. plant empls., Sorel, Que.	900	4.6 [†]	4.6	12	92-04-29
Schneider JM Inc. plant & maint. empls., Kitchener, Ont.	2 000	4.8	4.7	24	93-05-31
Christie Brown & Co. plant & maint. empls., Toronto, Ont.	640	5.1	4.9	24	93-04-30
Christie Brown & Co. plant & maint. empls., Montreal, Que.	550	5.2	4.9	24	93-04-30
Culinar Inc. bakery empls., Ste. Marie de Beauce, Que.	700	5.3 [†]	5.2	36	93-12-31
CAE Electronics Ltd. plant maint. empls., St. Laurent, Que.	835	5.5	6.0	36	94-06-19
Kellogg Canada Inc. production empls., London, Ont.	570	5.7 [†]	6.5	36	94-04-17
Macdonald RJR Inc. production empls., Montreal, Que.	680	6.0	6.0	24	93-04-30
Construction	3 625	4.8			
Ind. Pumbing & Heating Contractors Assoc. plumbers, Ont.	500	0.0	0.0	12	92-04-30
Ontario Carpentry Contractors Assoc. carpenters, Ont.	600	0.5	0.5	12	92-04-30
Pipe Line Contractors Assoc. mainline empls., Canada-wide	600	5.6	5.6	24	93-04-30
Pipe Line Contractors Assoc. labourers, Canada-wide	900	8.9	8.8	24	93-04-30
Alta. Construction Labour Relations Assoc. empls. (2 agts.)	1 025	5.8	5.9 & 6.0	24	93-04-30
Transportation, Communication & Other Utilities	31 140	2.2			
Manitoba Telephone System employees (3 agts.)	4 425	0.0	0.0	12	91-12-28/92-07-26
Manitoba Hydro utility, office & clerical empls. (2 agts.)	3 180	0.0	0.0	12	91-12-19/92-05-22
Nova Scotia Power Corp. utility empls., N.S.	1 300	0.0	0.0	24	94-03-31
CP Express and Transport office, warehouse & transp. empls.	3 295	3.0	0.0	24	92-12-31
Canada Post Corp. supervisors	3 400	3.0 [†]	3.0	24	93-06-30
Hydro Quebec employees (4 agts.)	14 060	3.0	3.0	06	92-06-15
City of Calgary bus drivers, Alta.	1 480	5.0	6.1	24	92-12-31
Trade & Finance	2 646	0.7			
Nova Scotia Liquor Commission employees	505	0.0	0.0	24	93-08-31
Liquor Control Commission of Manitoba employees	591	0.0	0.0	12	92-03-31
Manitoba Public Insurance Corp. employees	920	0.0	0.0	12	91-09-30
Eaton T. Co. Ltd. retail store empls., Victoria, B.C.	630	3.0	3.0	12	92-02-27

* Wage increases for agreements with a duration of less than 12 months are not annualized.

† Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

MAJOR SETTLEMENTS REACHED IN JULY (continued)

Industry and employer	No. of empls.	Average annual percentage inc.*	First year increase	Duration (Month)	Expiry date
Community, Business & Personal Services	46 925	2.4			
Government of Nova Scotia teachers	10 600	0.0	0.0	24	93-07-31
Government of Manitoba educational services empls.	971	0.0	0.0	12	91-09-21
Dalhousie College & University professors & office empls. (2)	1 480	0.0	0.0	12	93-06-30
Government of Nova Scotia nurses	1 500	0.0	0.0	24	94-03-21
St. Boniface General Hospital non-medical empls., Man.	1 500	0.0	0.0	12	92-03-31
Manitoba Health Organizations employees, Man.	5 000	0.0	0.0	12	92-04-30
Camp Hill Medical Centre nurses, Halifax, N.S.	800	0.0	0.0	24	94-03-31
University of Laval professors & office empls., Que. (2)	3 025	3.0	3.0	06	91-11-30/92-05-30
Concordia University professors, Montreal, Que.	820	3.0	3.0	06	92-11-30
University of Quebec professors & office empls. (2)	1 900	3.0	3.0	06	92-05-30
University of Montreal professors & office empls., Que. (2)	3 300	3.0	3.0	06	91-11-30/92-05-30
Mount Royal College employees, Calgary, Alta.	530	3.5	3.5	12	92-06-30
Government of PEI non-instructional empls.	625	4.5	4.5	12	92-06-30
York Region Roman Catholic Separate Schl. Brd. teachers, Ont.	2 234	4.8 [†]	4.6	24	93-08-31
Municipality of Metro Toronto Homes For Aged empls.	2 000	4.8	4.9	24	92-12-31
Halton Roman Catholic Separate Schl. Brd. teachers, Ont.	570	5.3 [†]	5.6	24	93-08-31
Waterloo County Board of Education teachers, Ont. (2 agts.)	3 500	5.6	5.6	12	92-08-31
Waterloo Roman Catholic Separate Schl. Brd. teachers, Ont.	879	7.9	7.9	12	92-08-31
York University professors, Toronto, Ont.	1 400	13.7	13.7	12	92-04-30
Public Administration	40 391	1.9			
Government of Manitoba employees (8 agts.)	15 766	0.0	0.0	12	91-09-21
Government of Nova Scotia office & clerical empls.	2 700	0.0	0.0	24	93-12-14
Government of Nova Scotia scientific & professional empls.	1 340	0.0	0.0	24	93-11-30
Government of Nova Scotia service & maint. empls.	510	0.0	0.0	24	93-12-14
Government of Nova Scotia technical empls.	1 760	0.0	0.0	24	94-03-07
Government of Nova Scotia building maint. empls.	520	0.0	0.0	24	94-03-07
Government of Nova Scotia hourly rated empls.	2 000	0.0	0.0	24	93-06-08
Metro Toronto outside workers	3 500	4.8	5.0	24	92-12-31
Metro Toronto inside empls.	5 500	4.8	4.9	24	92-12-31
City of Toronto outside workers	2 020	4.9	4.9	24	92-12-31
City of Toronto inside empls.	3 175	4.9	5.0	24	92-12-31
Government of Quebec engineers	1 100	4.9 [†]	4.0	42	92-06-30
City of Kingston workers, Ont.	500	5.0	5.0	24	92-12-31
Agreements with COLA	10 699	4.1			
Agreements without COLA	128 799	2.3			
All agreements	139 498	2.5			

*Wage increases for agreements with a duration of less than 12 months are not annualized.

[†]Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

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WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1988	1989	1990	1990			1991	
				2	3	4	1	2
All Industries/Jurisdictions								
Average Annual Increase	4.4	5.3	5.8	5.5	6.4	5.8	6.2	3.4
Non-COLA	4.4	5.3	6.1	6.0	6.5	5.5	6.5	3.2
COLA	4.3	5.3	5.4	5.0	6.1	6.1	5.4	5.5
First Year Increase	4.3	5.6	5.9	5.3	6.9	6.2	6.8	3.4
Non-COLA	4.3	5.7	6.3	6.3	7.1	5.6	7.3	3.2
COLA	4.4	5.2	5.3	4.5	6.5	7.0	5.6	5.9
Industries								
Primary Industries	5.7	4.6	5.6	6.6	5.9	5.6	5.4	6.5
Manufacturing	4.9	5.7	6.1	5.5	6.4	6.1	5.6	5.4
Construction	5.6	6.1	6.1	5.8	7.1	5.6	4.5	4.4
Transp. & Communication	3.7	4.5	5.7	5.8	5.8	5.3	5.3	3.9
Trade-Finance	3.8	4.7	6.5	6.2	6.7	6.2	5.4	4.5
Services	3.9	5.8	5.5	5.2	6.4	5.5	7.0	3.0
Public Administration	4.3	4.9	6.1	5.7	4.8	5.6	5.7	3.7
Jurisdictions								
Newfoundland	4.1	5.7	7.1	9.0	6.3	5.7	6.1	1.9
Prince Edward Island	4.8	4.7	5.8	5.8	-	-	-	5.7
Nova Scotia	5.1	5.7	5.4	6.5	4.6	4.0	5.0	4.9
New Brunswick	4.1	4.7	6.2	5.4	9.4	4.9	5.4	2.4
Quebec	4.3	5.4	4.8	4.7	5.1	5.6	5.1	3.1
Ontario	5.3	6.5	6.8	6.7	6.9	6.4	6.5	5.4
Manitoba	3.6	4.3	5.4	5.6	6.8	4.3	6.4	4.2
Saskatchewan	2.6	2.9	3.9	3.6	-	4.5	-	4.6
Alberta	3.1	4.0	5.6	6.0	5.2	5.2	5.1	5.1
British Columbia	5.2	6.9	7.0	7.4	7.1	6.4	7.5	4.7
Multi-Province	5.3	7.3	6.2	-	6.8	5.5	-	5.8
Federal Jurisdiction	3.8	4.2	5.5	5.6	5.7	5.2	5.4	4.2
Public Sector	3.9	5.3	5.6	5.3	6.1	5.6	6.4	3.2
Private Sector	5.0	5.3	6.0	5.8	6.6	6.0	5.4	5.0

OTHER INDICATORS

(year-over-year percentage change)

	1988	1989	1990	1990			1991	
				2	3	4	1	2
Union Wage Rate Index	4.4	5.6	5.6	5.4	5.5	5.5	5.5	5.4
Average Weekly Earnings								
All Industries	2.7	4.8	5.0	5.2	5.5	5.4	5.6	5.7
Manufacturing	3.1	4.8	5.2	5.7	5.5	5.3	4.9	4.5
Consumer Price Index	4.1	5.0	4.8	4.6	4.2	4.9	6.4	6.3

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	Aug- Oct	Nov- Jan	Feb- Apr	May- Jul	1991			Year to date
					May	Jun	Jul	
All Industries/Jurisdictions								
Average Annual Increase	6.2	5.8	5.3	3.2	3.1	5.1	2.5	3.9
Non-COLA	6.2	5.9	5.3	3.0	3.0	5.1	2.3	3.7
COLA	6.3	5.6	5.4	5.2	6.2	5.1	4.1	5.3
First Year Increase	6.6	6.2	5.8	3.1	3.0	5.6	2.3	4.0
Non-COLA	6.4	6.2	5.9	3.0	2.9	5.8	2.2	3.8
COLA	7.0	6.3	5.7	5.5	8.0	4.7	3.8	5.6
Industries								
Primary Industries	6.5	6.0	5.4	6.3	6.9	4.3	3.0	6.1
Manufacturing	6.3	5.7	5.6	4.7	5.5	4.7	4.4	5.2
Construction	6.8	-	4.5	4.5	0.0	5.6	4.8	4.5
Transp. & Communication	5.6	5.3	4.6	2.7	0.9	5.6	2.2	3.9
Trade-Finance	7.1	5.3	5.2	3.3	2.5	4.1	0.7	4.4
Services	6.0	6.2	5.5	3.0	3.0	5.3	2.4	3.7
Public Administration	4.7	5.6	5.2	3.1	3.5	5.1	1.9	4.0
Jurisdictions								
Newfoundland	6.3	5.5	2.1	-	-	-	-	2.1
Prince Edward Island	-	-	-	5.6	-	5.7	4.5	5.6
Nova Scotia	4.4	5.5	4.8	0.0	-	-	0.0	0.4
New Brunswick	8.5	5.3	5.1	2.3	2.3	-	-	2.5
Quebec	5.5	5.4	5.2	3.1	3.0	4.9	3.4	3.2
Ontario	6.7	6.1	6.5	5.4	5.4	5.3	5.3	6.1
Manitoba	5.5	6.0	5.3	0.8	5.0	4.1	0.2	2.1
Saskatchewan	4.4	6.2	4.8	4.5	-	4.5	-	4.6
Alberta	5.6	5.1	5.1	5.1	5.1	5.1	5.0	5.1
British Columbia	5.2	7.4	6.3	4.5	2.4	5.2	3.0	6.6
Multi-Province	7.0	5.5	5.0	7.0	-	6.2	7.5	6.6
Federal Jurisdiction	5.6	5.2	4.8	3.9	-	5.7	3.0	4.9
Public Sector	5.8	6.0	5.3	3.0	3.0	5.2	2.0	3.7
Private Sector	6.4	5.5	5.3	4.4	5.0	4.9	3.6	4.8

OTHER INDICATORS

(year-over-year percentage change)

	Aug- Oct	Nov- Jan	Feb- Apr	May- Jul	1991			Year to date
					May	Jun	Jul	
Union Wage Rate Index	5.5	5.5	5.2	5.2	5.4	5.6	5.5	5.5
Average Weekly Earnings								
All Industries					5.6	5.8		
Manufacturing					4.5	4.7		
Consumer Price Index	4.4	5.6	6.2	6.1	6.2	6.3	5.8	6.3

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Rotating Work Stop.	July 89
•Government of Canada	PSAC	158 300	Conciliation	Mar.-Dec. 91
•Government of Canada	PIPS (auditing & computer groups)	8 720	PCB/Med.	April & May 90
•City of Montreal & MUC	CUPE & Que. Police/Fire Assoc.	11 345	Barg./Strike	December 90
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Bargaining	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•City of Calgary	Police and IBEW	1 790	Mediation	December 90
•City of Winnipeg	ATU and WAPSO	2 140	Bargaining	Dec. 90 & Jan. 91
•Alberta Hospital Assoc.	Health Care Guild, Health Scien. Assoc.	9 310	Med./Barg.	March 91
•BC Hydro & Power Authority	IBEW, Office & Prof. Empls. Int. Union	4 050	Bargaining	March 91
•Canadian Broadcasting Corp.	CUPE & NABET and others	7 390	Bargaining	May 91
•Toronto Transit Comm.	Amalgamated Transit Union	7 200	Conciliation	June 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	46 607	Bargaining	August 91
•Ontario Council of Regents	OPSEU	15 200	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	13 182	Bargaining	August 91
•Hamilton Civic & Other Hospitals	CUPE	21 485	Bargaining	September 91
•Government of Saskatchewan	SGEU	12 000	Bargaining	September 91
Private Sector				
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Bargaining	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•B.C. Forestry Industry	IWA	27 595	Bargaining	July 91
•Denison Mines	USWA	1 100	Bargaining	September 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Steinberg Inc. (Montreal)	UFCW	8 000	September 91
•Motor Transport Indus. of Ont.	Teamsters	3 000	September 91
•Council of Marine Carriers (B.C.)	CBRT, SIU & CMSG	1 450	September 91
•Government of Manitoba	Man. Govt. Empls. Assoc.	16 735	September 91
•Gr. Vancouver Hotel Emplr. Assoc.	Hotel Empls. & Rest. Empls. Assoc.	3 000	October 91
•Fishery Products Intl. Ltd. & National Sea Products	CAW	5 795	October 91

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,094 such agreements for 2,227,543 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

UPDATE ON PUBLIC SECTOR WAGE RESTRAINT PROGRAMS

The federal government and a majority of provincial governments have imposed wage restraint programs in their public sectors. At the time of printing, **Newfoundland, Nova Scotia, New Brunswick and Manitoba** had passed legislation implementing wage restraint programs in their provinces. The legislation in these provinces will effectively impose a wage freeze during the term of the existing contracts of public sector employees. **British Columbia** has instituted a Compensation Fairness Act (replacing the Compensation Stabilization Act), allowing for a Commissioner to review all public sector wage settlements and enforce rollbacks where increases are above an unspecified level (to be based on certain criteria). Since 1985, **Alberta** has instituted wage guidelines through legislation; amendments to the legislation in 1988 limit public sector wage increases to a level in accord with "general economic conditions in Alberta". **Saskatchewan** and the **Federal Government** have set wage guidelines, and the Federal Government has indicated that the guidelines will be enforced by legislation if necessary. **Quebec** has negotiated a six-month agreement with its public sector employees, with no increase in wages until the end of the contract in June 1992, when there will be a 3 per cent increase. **Ontario** and **Prince Edward Island** have not instituted policies for public sector wage restraint.

MEASUREMENT OF WAGE INCREASES

In those cases in which the wage restraint program is effected through guidelines, there are no problems in the reporting of wage increases from the settlements reached. However, in the legislated programs which interrupt the term of an agreement, there are problems in the reporting of wage increases, and in determining the appropriate term of the wage contract.

For purposes of incorporating these legislated programs into our wages workfile and our aggregated wage data, the legislation in **Newfoundland, Nova Scotia, New Brunswick and Manitoba**, is seen as introducing separate contracts for wage purposes, inserting a wage freeze and implementing previously negotiated increases after the freeze. In the case of **New Brunswick and Manitoba**, there are, then, two contracts: one implementing the first increase which precedes the legislated freeze period, and a second which imposes the freeze and implements previously negotiated increases after the freeze. In the case of **Newfoundland and Nova Scotia**, the legislation (1) allows any increase which has been negotiated and already implemented, but (2) voids any increase between April 1, 1991 and March 31, 1992 in Newfoundland, and voids any increase that was scheduled to occur after May 14, 1991 for a period of two years in Nova Scotia. At the end of that period, the union has the option of (a) extending the term of the contract by one year in Newfoundland, and by two years in Nova Scotia, and accepting increases which had been negotiated to take effect during the freeze, as well as those previously scheduled for the post-freeze period, or (b) accepting the previously negotiated increases scheduled to take effect after the expiry of the freeze in Newfoundland, or in the case of Nova Scotia, negotiate a new contract. In these circumstances, the pre-freeze increases are considered as one contract, and the freeze period is regarded as a second (legislated) wage contract. Because subsequent increases depend on the choice of the union, which is unknown at this time, the implementation of the chosen increases will have to be regarded as a third contract - when that choice becomes known.

In the case of **Quebec** a problem arises in using our normal procedure of annualizing wage increases. The contract is for a 6-month period ending June 30, 1992; wages are unchanged throughout the period of the contract until the last day, when a 3.0 per cent increase will be applied. This increase of 3.0 per cent on the last day of the contract is an atypical situation. Annualizing the 3.0 per cent as is normally done, the increase would amount to 6.1 per cent. However, throughout the period of the contract there is in effect a wage freeze. On a time-weighted basis the increase amounts to close to 0.0 per cent. In the context of wage restraint which the agreement demonstrates, it would be inappropriate to annualize the increase, particularly in view of the result if a time-weighted average was employed. In these circumstances, the methodology has been reviewed and a decision has been made that a more accurate and representative reporting of the contract would involve not annualizing increases in contracts of less than 12 months. The Quebec public sector increase is, therefore, reported as 3.0 per cent.

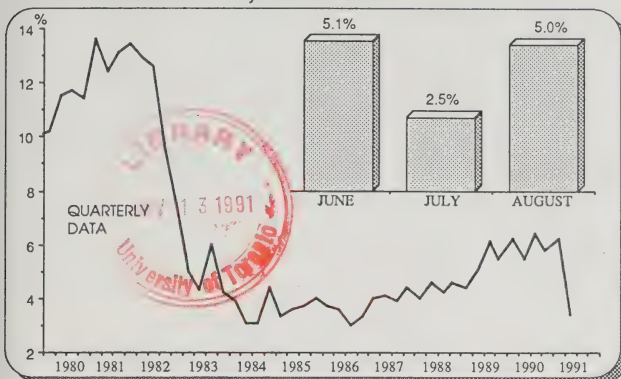


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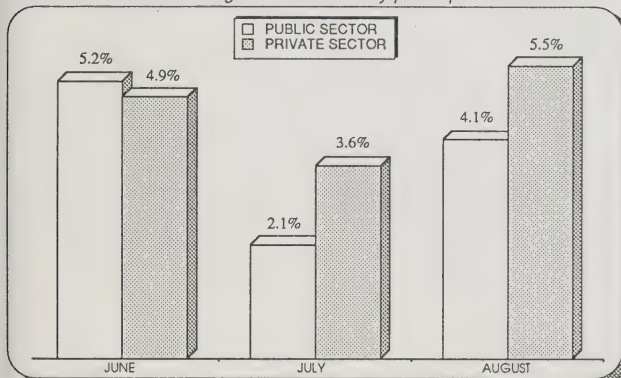
THE WAGE SETTLEMENTS BULLETIN

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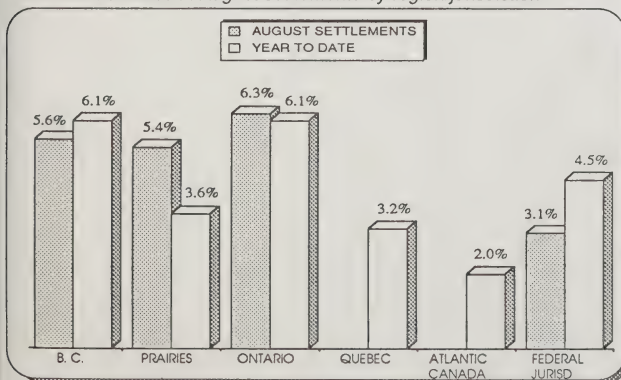
Base rate increases from major settlements



Base rate increases in August settlements by public/private sector



Base rate increases in August settlements by region/jurisdiction



AUGUST 1991

•Base rate wage increases from major collective bargaining settlements reached in August averaged 5.0 per cent, up from the five-year low of 2.5 per cent in July, and close to the 5.1 per cent average for June.

•The data for August are based on a review of the 35 agreements reached in the month covering 60,065 employees. (In 1990, there were, on average, 41 settlements covering 95,533 employees each month.)

•The average increase for the 1,015,200 employees in the 401 agreements reached in the January-August period was 4.0 per cent.

•In the public sector, increases averaged 4.1 per cent for the 20,205 employees in 12 settlements reached in August. This is up from July's figure of 2.1 per cent which was largely the result of the impact of public sector wage restraint programs; public sector settlements in August were less affected by such programs. For 10,795 Government of Canada employees in 8 three-year agreements, the average annual increase was 2.5 per cent, with a wage freeze in the second contract-year. In Ontario, the average increase in the public sector was 6.2 per cent for 6,070 municipal employees in 2 agreements, and in Manitoba, 5.1 per cent for 3,340 teachers in 2 agreements.

•Private sector settlements provided an average increase of 5.5 per cent for 39,860 employees in the 23 settlements reached in August. This marks a departure from the downward trend evident over the past 12 months. Major private sector agreements contributing to the August increase included those for 27,975 B.C. and 2,525 Alberta construction workers at 5.7 per cent and 5.8 per cent, respectively, and a Falconbridge agreement for 1,600 workers at 7.0 per cent. Four private sector settlements in the Federal jurisdiction provided increases averaging 4.3 per cent to 5,230 workers.

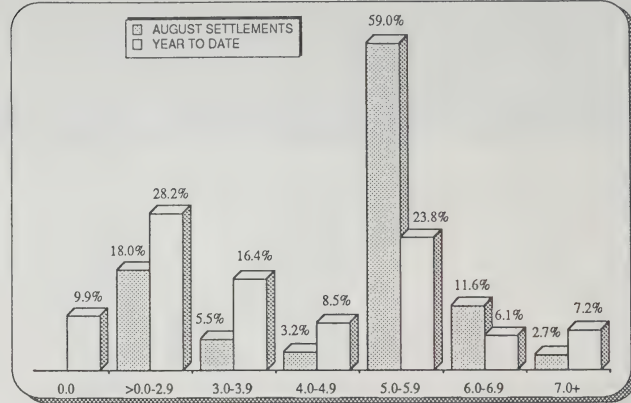
•Settlements were highest in Ontario where 8,200 employees received increases averaging 6.3 per cent. British Columbia, with close to one-half (29,075) of the employees in August settlements followed closely at 5.6 per cent. In the Prairie provinces, the average was 5.4 per cent for 5,865 employees, and in the federal jurisdiction, 3.1 per cent for 16,025 employees. There were no settlements in Atlantic Canada, or in Quebec.

Le Bulletin est également disponible en français.

•Seventy-three per cent (44,010) of employees in August's settlements received increases at or above the national average of 5.0 per cent, while twenty-seven per cent (16,055 empls.) gained increases below 5.0 per cent. (Within the latter group were the 10,795 Government of Canada employees in the under 2.9 per cent range).

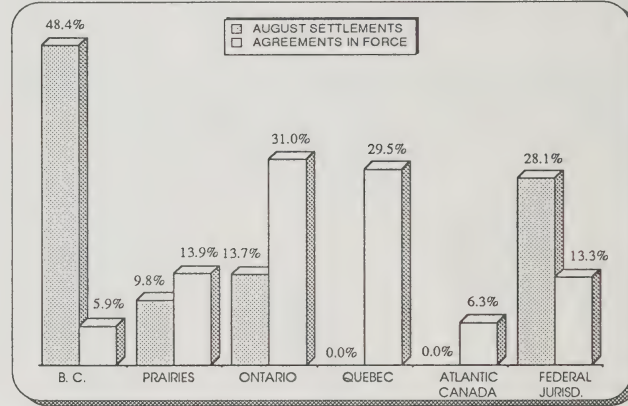
•In contrast to August's settlements, sixty-three per cent of employees in January-August settlements received increases of under 5.0 per cent, and thirty-seven per cent received increases of 5.0 per cent and over.

Percentage distribution of employees in August settlements by size of base rate increases



•British Columbia settlements covering 29,075 employees accounted for 48.4 per cent of employees in August's settlements, compared to a 5.9 per cent coverage in all agreements in force. In the Federal jurisdiction, the 16,025 employees in August's settlements represented 28.1 per cent of all employees in the month; the federal jurisdiction coverage of all agreements in force is 13.3 per cent. The Prairie provinces and Ontario were under-represented in August's settlement coverage when compared to the universe of agreements in force.

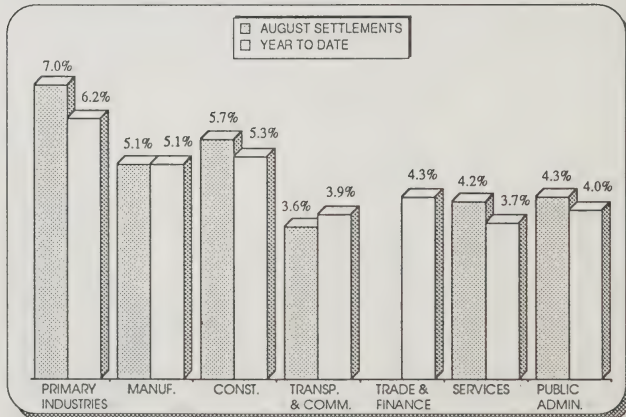
Percentage distribution of employees in August settlements by region/jurisdiction



•Wage increases by industry were as follows:

Primary Industries	7.0%	1,600 empls.
Manufacturing	5.1%	530 empls.
Construction	5.7%	31,400 empls.
Trans. & Comm.	3.6%	4,755 empls.
Services	4.2%	8,660 empls.
Public Admin.	4.3%	13,120 empls.

Base rate increases in August settlements by industry



MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and employer	No. of empls.	Average annual percentage inc. *	First year increase	Duration (Month)	Expiry date
Primary Industries (1 agreement)	1 600	7.0			
Falconbridge Ltd. mining empls., Falconbridge, Ont.	1 600	7.0 [†]	8.5	36	94-08-20
Manufacturing (1 agreement)	530	5.1			
Mitsubishi Electronics prod. & maint. empls., Ont.	530	5.1	5.9	24	93-07-06
Construction (16 agreements)	31 400	5.7			
Construction Labour Rel. Assoc. of B.C. wkrs. (12 agts.)	27 025	5.7 [†]	6.0	36	94-04-30
Construction Labour Rel. Assoc. of B.C. boilermakers	950	5.8 [†]	6.4	36	94-04-30
Alta. Constr. Labour Rel. Assoc. workers (2 agts.)	2 525	5.8	6.0	24	93-04-30
Pipe Line Contr. Assoc. of Canada operating engin.	900	6.9	6.9	24	93-04-30
Transportation & Communication (3 agreements)	4 755	3.6			
Gov't. of Canada air traffic controllers	2 125	2.5	4.5	36	93-12-31
Maritime Telegraph & Telephone clerical empls., N.S.	1 220	3.0 [†]	6.2	24	92-12-26
Maritime Telegraph & Telephone plant empls., N.S.	1 410	5.8 [†]	6.2	24	92-10-31
Community, Business & Personal Services (6 agts.)	8 660	4.2			
Government of Canada nursing group employees	1 620	2.5	4.7	36	93-09-30
United Parcel Service Ltd. drivers	2 100	4.0 [†]	2.9	36	94-02-15
White Spot Ltd. restaurant empls., Vancouver, B.C.	1 100	4.0	4.0	24	93-07-15
River East Schl. Division No. 9 teachers, Man.	840	4.9	5.1	24	91-12-31
Winnipeg Schl. Division No. 1 teachers, Man.	2 500	5.1 [†]	5.1	24	91-12-31
Felec Services service empls., Northern Canada	500	5.2	7.1	28	92-10-31
Public Administration (8 agreements)	13 120	4.3			
Gov't. of Canada commerce group empls.	1 860	2.5	4.7	36	93-06-21
Gov't. of Canada meteorologists	610	2.5	4.7	36	93-12-31
Gov't of Canada scientific empls. (4 agts.)	4 580	2.5	4.7	36	93-09-31
City of Ottawa firefighters, Ont.	625	6.1	6.1	12	91-12-31
Metro Comm. of Police police officers, Toronto, Ont.	5 445	6.2	6.2	12	91-12-31
Agreements with COLA	36 805	5.5			
Agreements without COLA	23 260	4.3			
All agreements (35 agreements)	60 065	5.0			

* Wage increases for agreements with a duration of less than 12 months are not annualized.

[†] Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

All Industries/Jurisdictions Average Annual Increase	1988	1989	1990	1990				1991		Year to date	Dec- Feb	Mar- May	Jun-		1991	
				1990				1991					Aug	Jul	Aug	Jul
				2	3	4	1	2								
Non-COLA	4.4	5.3	5.8	5.5	6.4	5.8	6.2	3.4	4.0	5.8	3.8	3.7	5.1	2.5	5.0	
COLA	4.4	5.3	6.1	6.0	6.5	5.5	6.5	3.2	3.7	6.1	3.6	3.2	5.1	2.3	4.3	
First Year Increase	4.3	5.3	5.4	5.0	6.1	6.0	5.3	5.5	5.3	5.3	5.6	5.2	5.1	4.1	5.5	
Non-COLA	4.3	5.6	5.9	5.3	6.9	6.2	6.8	3.4	4.1	6.1	3.9	3.9	5.6	2.4	5.7	
COLA	4.3	5.7	6.3	6.3	7.1	5.5	7.3	3.2	3.9	6.4	3.7	3.5	5.8	2.2	5.4	
Industries	4.4	5.2	5.3	4.5	6.5	7.0	5.6	5.8	5.6	5.5	6.2	5.3	4.7	3.8	5.9	
Primary Industries	5.7	4.6	5.6	6.6	5.9	5.6	5.4	6.5	6.2	5.4	6.5	5.3	4.3	3.0	7.0	
Manufacturing	4.9	5.7	6.0	5.4	6.3	6.1	5.5	5.3	5.1	5.5	5.5	4.4	4.7	4.3	5.1	
Construction	5.6	6.1	6.1	5.8	7.1	5.6	4.5	4.4	5.3	6.5	0.7	5.6	5.6	4.8	5.7	
Transp. & Communication	3.7	4.5	5.7	5.8	5.8	5.2	5.3	3.9	3.9	5.2	4.3	2.9	5.6	2.2	3.6	
Trade-Finance	3.8	4.7	6.5	6.2	6.7	6.2	5.4	4.5	4.3	5.2	5.0	3.3	4.1	1.8	-	
Services	3.9	5.8	5.4	5.2	6.4	5.5	7.0	3.0	3.7	6.5	3.5	3.4	5.3	2.4	4.2	
Public Administration	4.3	4.9	6.1	5.7	4.8	5.6	5.7	3.7	4.0	5.5	4.2	3.0	5.1	1.9	4.3	
Jurisdictions																
Newfoundland	4.1	5.7	7.1	9.0	6.3	5.7	6.1	1.9	2.1	6.1	1.9	-	-	-	-	
Prince Edward Island	4.8	4.7	5.8	5.8	-	-	-	5.7	5.6	-	-	5.6	5.7	4.5	-	
Nova Scotia	5.1	5.7	5.4	6.5	4.6	4.0	5.0	4.9	0.4	4.7	5.2	0.0	-	0.0	-	
New Brunswick	4.1	4.7	6.2	5.4	9.4	4.9	5.4	2.4	2.5	6.7	2.5	-	-	-	-	
Quebec	4.3	5.3	4.8	4.7	5.1	5.6	5.1	3.1	3.2	5.2	3.1	3.5	4.9	3.4	-	
Ontario	5.3	6.5	6.8	6.7	6.8	6.3	6.5	5.4	6.1	5.9	6.4	5.5	5.4	5.3	6.3	
Manitoba	3.6	4.3	5.4	5.6	6.7	4.3	6.4	4.2	2.2	6.1	5.0	1.0	4.0	0.2	5.1	
Saskatchewan	2.6	2.9	3.9	3.6	-	4.5	-	4.6	4.6	-	4.8	4.5	4.5	-	-	
Alberta	3.1	4.0	5.6	6.0	5.2	5.2	5.1	5.1	5.1	5.1	5.1	5.2	5.1	5.0	5.8	
British Columbia	5.2	6.9	7.0	7.4	7.1	6.4	7.5	4.8	6.1	7.4	5.2	5.5	5.3	3.0	5.6	
Multi-Province	5.3	7.3	6.2	-	6.8	5.5	-	5.7	6.6	5.5	5.0	6.9	6.2	7.5	6.9	
Federal Jurisdiction	3.8	4.2	5.5	5.6	5.7	5.2	5.4	4.2	4.5	5.2	4.9	3.4	5.7	3.0	3.1	
Public Sector	3.9	5.3	5.6	5.3	6.1	5.5	6.4	3.2	3.7	6.1	3.6	3.0	5.2	2.1	4.1	
Private Sector	5.0	5.3	6.0	5.8	6.6	5.9	5.4	5.0	5.0	5.3	5.2	4.7	4.9	3.6	5.5	

OTHER INDICATORS (year-over-year percentage change)

Union Wage Rate Average Weekly Earnings All Industries Manufacturing Consumer Price Index	1988	1989	1990		1991		Year to date	Dec- Feb	Mar- May	Jun-		1991	
			2	3	4	1				2	Jun	Jul	
	4.4	5.6	5.6	5.4	5.5	5.5	5.5	5.4	5.4	5.6	5.5	5.5	
	2.7	4.8	5.0	5.2	5.5	5.4	5.6	5.7		5.9	5.8		
	3.1	4.8	5.2	5.7	5.5	5.3	4.9	4.5		4.7	4.7		
	4.1	5.0	4.8	4.6	4.2	4.9	6.4	6.3	6.2	6.3	6	5.8	5.8

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Mediation	July 89
•City of Montreal & MUC	CUPE & Que. Police, Fire Assoc.	11 345	Bargaining	December 90
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•Alberta Hospital Assoc.	Health Care Guild, Health Scien. Assoc.	9 310	Med./Barg.	March 91
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•Ontario Council of Regents	OPSEU	15 200	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	13 182	Bargaining	August 91
•Hamilton Civic & Other Hospitals	CUPE	21 485	Bargaining	September 91
•Government of Saskatchewan	SGEU	12 000	Bargaining	September 91
•Government of Manitoba	Man. Govt. Empls. Assoc.	16 735	Bargaining	September 91
Private Sector				
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Work Stop.	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•B.C. Forestry Industry	IWA	27 595	Bargaining	June 91
•Denison Mines	USWA	1 100	Bargaining	September 91
•Steinberg Inc. (Montreal)	UFCW	1 400	Bargaining	September 91
•Council of Marine Carriers (B.C.)	CBRT, SIU & CMSG	1 450	Bargaining	September 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Gr. Vancouver Hotel Emplr. Assoc.	Hotel Empls. & Rest. Empls. Assoc.	3 000	October 91
•Fishery Products Intl. Ltd. & National Sea Products	CAW	5 795	October 91
•Quebec Telephone	CUPE	1 305	November 91
•Government of B.C.	Professional Empls. Assoc.	1 100	November 91

EXPLANATORY NOTES

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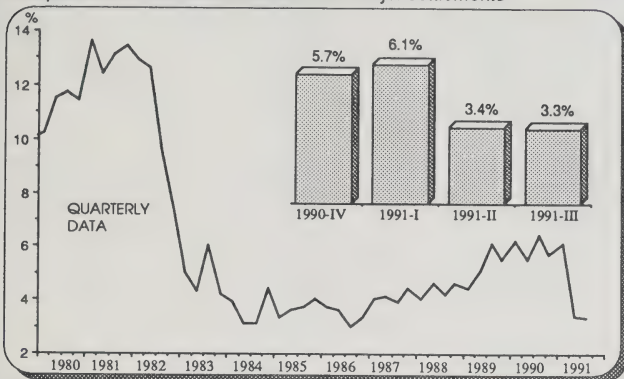
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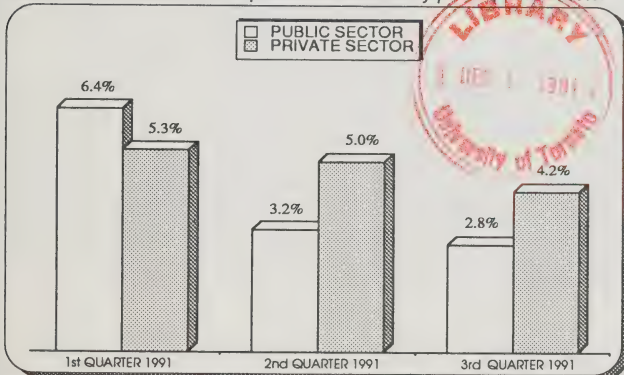
THE WAGE SETTLEMENTS BULLETIN

November 1991
Volume 2, Issue 11

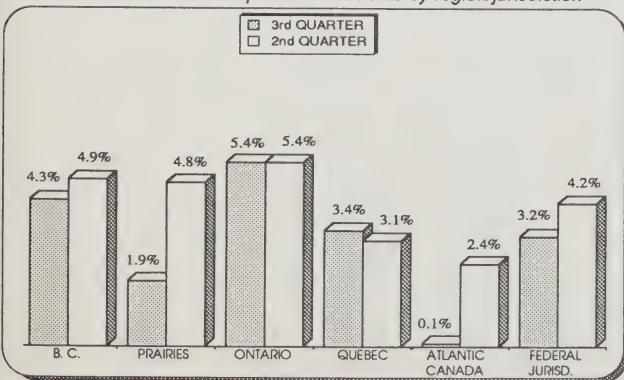
Perspective on base rate increases from major settlements



Base rate increases in third quarter settlements by public/private sector



Base rate increases in third quarter settlements by region/jurisdiction



THIRD QUARTER 1991

•Major collective bargaining settlements reached in the third quarter of 1991 provided wage increases averaging 3.3 per cent annually over the life of the contract. This continues the trend toward lower wage gains evident in the second quarter when the average was 3.4 per cent. In contrast, first quarter increases averaged 6.1 per cent, and for the year 1990 the average increase was 5.8 per cent. The 3.3 per cent increase in the third quarter of 1991 is the lowest since the fourth quarter of 1986 when the average increase was also 3.3 per cent.

•The third quarter results are based on a review of the 153 settlements concluded in that period, and cover 242,745 employees. When the parties to these contracts last bargained - on average 2 1/2 years ago - the resulting increases averaged 5.2 per cent.

•As in the second quarter, the third quarter's modest increase was largely the result of low public sector settlements in jurisdictions which have adopted wage restraint measures. **Public sector** increases averaged 2.8 per cent, down from 3.2 per cent in the second quarter, and 6.4 per cent in the first. Of the 152,639 public sector employees in the third quarter's settlements, 56,448 (37% of the total) will receive no wage increase during the contract term. They comprise 31,433 public sector employees in Manitoba and 25,015 in Nova Scotia.

•**Private sector** settlements declined to 4.2 per cent in the third quarter from 5.0 per cent in the second. This continues the downward trend in private sector increases since the peak of 6.5 per cent in the third quarter of 1990. Approximately 11,000 (12 per cent) of the 90,106 private sector employees in the third quarter's settlements will receive no wage increase. They include 8,235 pulp and paper workers in British Columbia, whose contracts have been extended for 10 months.

•In total, 67,453 employees (27.8%) in the third quarter's settlements will see their wages frozen in their current contracts.

•Wage increases were lowest in Atlantic Canada with an average increase of 0.1 per cent (26,440 empls.), followed by the Prairies at 1.9 per cent (47,856 empls.). In Quebec increases averaged 3.4 per cent (40,776 empls.), in British Columbia 4.3 per cent (38,805 empls.), and in Ontario 5.4 per cent (53,733 empls.). In the Federal jurisdiction the average was 3.2 per cent (32,735 empls.).

SEPTEMBER 1991

•Base rate wage increases from major collective bargaining settlements reached in **September** averaged **3.9** per cent, a decline from 5.0 per cent in August, but higher than the 2.5 per cent recorded in July.

•The September results are based on a review of the 32 agreements reached in the month, and cover 40,067 employees. (In 1990, there were on average 42 agreements covering 95,533 employees each month.)

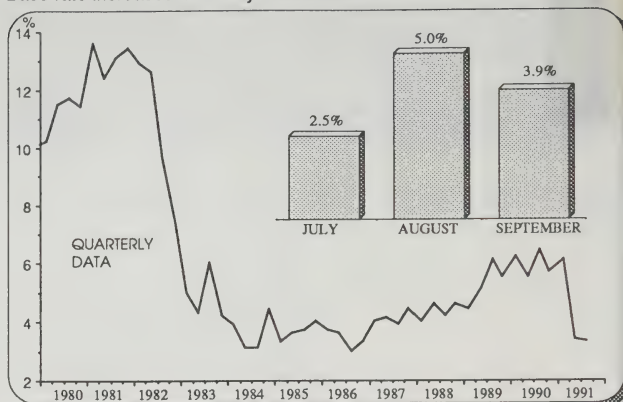
•For the 1,055,966 employees in the 434 agreements reached in the January - September period, the average increase was 4.0 per cent.

•In the **public sector**, increases averaged **4.8** per cent for 27,122 employees in 16 settlements reached in September. This is up from August's figure of 4.1 per cent and July's 2.1 per cent. Among the public sector groups to settle in September were 7,200 Toronto transit employees with increases averaging 4.9 per cent in a two-year agreement, and 1,190 City of Calgary police officers with average annual increases of 6.8 per cent in a two-year contract. In the federal jurisdiction, 3,790 Alberta Government Telephone employees received increases of 5.0 per cent in a 2-year contract, while 2,900 Government of Canada engineers received increases of 2.4 per cent in a 3-year agreement.

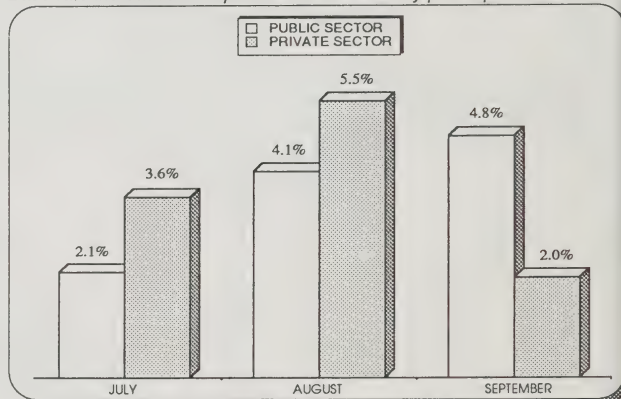
•**Private sector** increases averaged 2.0 per cent for 12,945 employees in the 16 September settlements. The September figure is down from the 5.5 per cent recorded in August, and continues the decline in private sector increases evident in the past year. For 8,235 British Columbia pulp and paper employees, wages were frozen in a 10-month contract extension. Other private sector September settlements included those for 1,000 Alberta construction workers with an average annual increase of 14.4 per cent in a two-year contract. Four private sector settlements in the federal jurisdiction provided increases averaging 2.3 per cent to 2,345 workers.

•Settlements were highest in the Prairie provinces where 5,017 employees received increases averaging 7.4 per cent. Ontario with 15,935 employees in September settlements followed with 5.2 per cent. In the federal jurisdiction, the average was 3.4 per cent for 10,015 employees, and in British Columbia, 0.4 per cent for 9,100 employees. There were no settlements in Atlantic Canada or in Quebec.

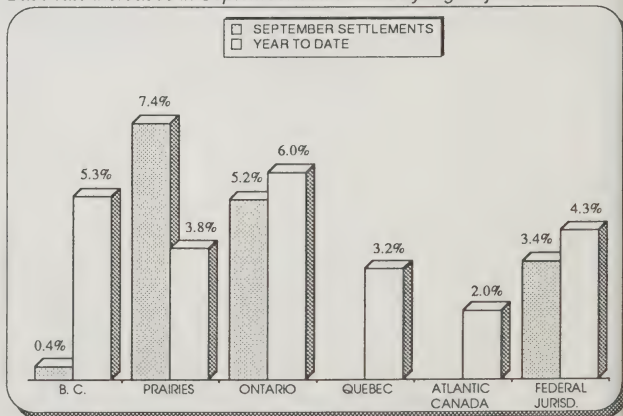
Base rate increases from major settlements

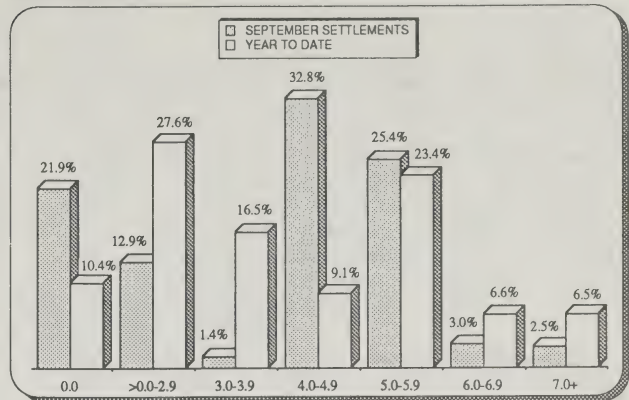
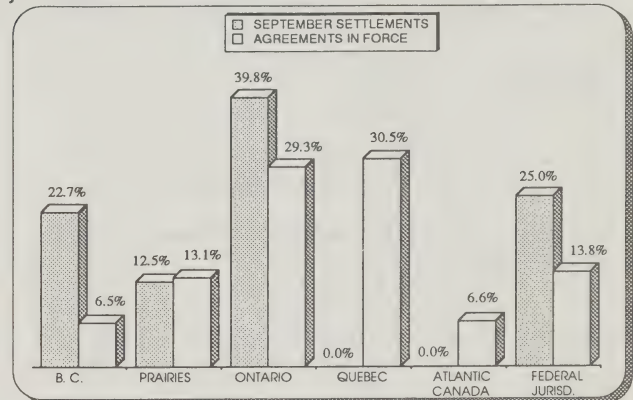
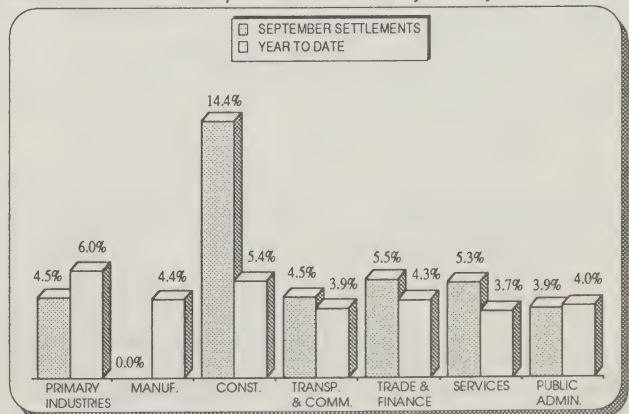


Base rate increases in September settlements by public/private sector



Base rate increases in September settlements by region/jurisdiction



Percentage distribution of employees in September settlements by size of base rate increases*Percentage distribution of employees in September settlements by region/jurisdiction**Base rate increases in September settlements by industry*

• Approximately sixty-four per cent (25,532) of employees in September's settlements received increases at or above the national average, while thirty-six per cent (14,535 empls.) gained increases below 4.0 per cent. Close to 22 per cent (8,785) of all employees in September settlements received no increases in their contract term; the vast majority of these were in British Columbia's pulp and paper industry.

• Settlements in Ontario covering 15,935 employees accounted for 39.8 per cent of employees in September settlements, compared to a 29.3 per cent coverage in all agreements in force. In the federal jurisdiction, the employee coverage of 10,015 represented 25.0 per cent of employees, while the federal jurisdiction's employee coverage in all agreements in force is 13.8 per cent. In British Columbia, with a 6.5 per cent coverage in all agreements in force, settlements in September represented 22.7 per cent (9,100) of all employees in the month. All other regions/jurisdictions were under-represented in September settlements when compared to the universe of agreements in force.

• Wage increases by industry were as follows:

Primary Industries	4.5%	500 empls.
Manufacturing	0.0%	8,235 empls.
Construction	14.4%	1,000 empls.
Trans. & Comm.	4.5%	13,542 empls.
Trade & Finance	5.5%	500 empls.
Services	5.3%	10,020 empls.
Public Admin.	3.9%	6,270 empls.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and employer	No. of empls.	Average annual percentage inc. *	First year increase	Duration (Month)	Expiry date
Primary Industries (1 agreement)	500	4.5	4.0		
Rio Algom Ltd. mining empls., Elliot Lake, Ont.	500	4.5 [†]	4.0	36	94-09-02
Manufacturing (9 agreements)	8 235	0.0			
MacMillan Bloedel Ltd. mill empls., B.C. (3 agts.)	4 015	0.0	0.0	10	92-04-30
Fletcher Challenge mill empls., B.C. (2 agts.)	1 960	0.0	0.0	10	92-04-30
Prince George Pulp-Paper Ltd. mill empls., B.C.	700	0.0	0.0	10	92-04-30
Northwood Pulp & Timber, mill empls., Pr. George, B.C.	500	0.0	0.0	10	92-04-30
Eurocan Pulp & Paper Co. mill empls., Kitimat, B.C.	500	0.0	0.0	10	92-04-30
Scott Paper Ltd. mill empls., New Westminster, B.C.	560	0.0	0.0	10	92-04-30
Construction (1 agreement)	1 000	14.4	18.8		
Alberta Roadbuilders & Heavy Constr. Assoc. empls.	1 000	14.4	18.8	24	93-02-28
Transportation & Communication (7 agreements)	13 542	4.5	4.5		
Highland Transport Co. (Div. C.P. Express) employees	550	0.0	0.0	12	91-12-31
Overland Express drivers & dock workers, Ont.	735	2.5 [†]	0.0	36	94-09-30
Kingsway Transport Ltd. drivers & dock workers, Ont.	560	2.5 [†]	0.0	36	94-09-30
Toronto Transit Commision oper., maint. & serv. empls.	7 200	4.9	5.0	24	93-06-30
City of Calgary utility workers, Alberta	707	5.6	7.1	15	92-03-31
Alberta Gov't Telephones oper. & office empls.(2 agts.)	3 790	5.0	5.5	24	93-04-30
Trade and Finance (1 agreement)	500	5.5	5.7		
National Grocers Co. full- & part-time empls., Ontario	500	5.5	5.7	24	93-04-30
Community, Business & Personal Services (9 agts.)	10 020	5.3	5.5		
Associated Bldg. Maint. cleaning empls., B.C.	865	4.3	4.4	24	93-06-30
Hastings County Board of Education teachers, Ont.	500	5.7	5.7	12	92-08-31
Peel Board of Education teachers, Ont.	2 270	5.4 [†]	5.9	24	93-08-31
York Board of Education teachers, Ont.	1 687	5.5 [†]	6.0	24	93-08-31
Sudbury Board of Education teachers, Ont.	678	6.0	6.8	24	93-08-31
Calgary R.C. Brd. of Education District No. 1 teachers	1 545	5.4	5.5	24	92-08-31
York University office empls., Toronto, Ont.	1 100	5.8	5.8	12	92-08-31
University of Regina instructional and library empls.	575	3.7	3.2	36	93-06-30
Toronto Public Library librarians, Ontario	800	4.9	4.9	24	92-12-31
Public Administration (4 agreements)	6 270	3.9	5.0		
Gov't. of Canada engineers & land survey group empls.	2 900	2.4	4.5	37	93-09-21
Gov't. of Canada physical sciences group empls.	980	2.5	4.5	36	93-06-15
City of Toronto firefighters, Ont.	1 200	5.6	6.4	24	92-12-31
City of Calgary police officers, Alta.	1 190	6.8	5.5	24	92-12-31
Agreements with COLA	5 752	4.7			
Agreements without COLA	34 315	3.8			
All agreements (32 agreements)	40 067	3.9			

* Wage increases for agreements with a duration of less than 12 months are not annualized.

† Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1988	1989	1990	1990			1991			Year to date	July	1991	
				3	4		1	2	3			Aug	Sept
All Industries/Jurisdictions													
Average Annual Increase	4.4	5.3	5.8	6.4	5.7		6.1	3.4	3.3	4.0	2.5	5.0	3.9
Non-COLA	4.4	5.3	6.1	6.5	5.5		6.5	3.2	2.9	3.8	2.4	4.3	3.8
COLA	4.3	5.3	5.4	6.0	5.9		5.3	5.4	5.1	5.3	4.0	5.5	4.7
First Year Increase	4.3	5.6	5.9	6.9	6.2		6.8	3.4	3.5	4.1	2.4	5.7	4.3
Non-COLA	4.3	5.7	6.3	7.1	5.5		7.3	3.2	3.0	3.9	2.3	5.4	4.3
COLA	4.4	5.2	5.3	6.5	7.0		5.5	5.7	5.3	5.5	3.7	5.8	4.4
Industries													
Primary Industries	5.7	4.6	5.6	5.8	5.6		5.3	6.4	5.5	6.0	3.0	6.8	4.5
Manufacturing	4.9	5.6	5.9	6.2	5.9		5.4	5.3	2.8	4.4	4.4	5.1	0.0
Construction	5.6	6.1	6.1	7.1	5.6		4.5	4.4	5.9	5.4	4.8	5.7	14.4
Transp. & Communication	3.7	4.5	5.7	5.8	5.2		5.3	3.9	3.0	3.9	2.2	3.6	4.5
Trade-Finance	3.8	4.7	6.5	6.7	6.2		5.4	4.5	2.2	4.3	1.8	-	5.5
Services	3.9	5.8	5.4	6.4	5.5		7.0	3.0	3.1	3.7	2.4	4.2	5.3
Public Administration	4.3	4.9	6.1	4.8	5.6		5.7	3.7	2.6	4.0	1.9	4.3	3.9
Jurisdictions													
Newfoundland	4.1	5.7	7.1	6.3	5.7		6.1	1.9	-	2.1	-	-	-
Prince Edward Island	4.8	4.7	5.8	-	-		-	5.7	4.5	5.6	4.5	-	-
Nova Scotia	5.1	5.7	5.4	4.6	4.0		5.0	4.9	0.0	0.4	0.0	-	-
New Brunswick	4.1	4.7	6.2	9.4	4.9		5.4	2.4	-	2.5	-	-	-
Quebec	4.3	5.3	4.8	5.1	5.5		5.1	3.1	3.4	3.2	3.4	-	-
Ontario	5.3	6.5	6.7	6.8	6.2		6.5	5.4	5.4	6.0	5.3	6.3	5.2
Manitoba	3.6	4.3	5.4	6.6	4.3		6.4	4.1	0.6	2.2	0.2	5.1	-
Saskatchewan	2.6	2.9	3.9	-	4.5		-	4.6	3.7	4.5	-	-	3.7
Alberta	3.1	4.1	5.6	5.2	5.2		5.1	5.1	6.5	5.4	5.0	5.8	7.8
British Columbia	5.2	6.9	7.0	7.1	6.4		7.6	4.9	4.3	5.3	3.0	5.6	0.4
Multi-Province	5.3	7.3	6.2	6.8	5.5		-	5.7	7.3	6.6	7.5	6.9	-
Federal Jurisdiction	3.8	4.2	5.5	5.7	5.1		5.4	4.2	3.2	4.3	3.0	3.1	3.4
Public Sector	3.9	5.3	5.6	6.1	5.6		6.4	3.2	2.8	3.8	2.1	4.1	4.8
Private Sector	5.0	5.3	6.0	6.5	5.8		5.3	5.0	4.2	4.8	3.6	5.5	2.0

OTHER INDICATORS

(year-over-year percentage change)

	1988	1989	1990		1991			Year to date			
			3	4	1	2	3	July	Aug	Sept	
Union Wage Rate											
Average Weekly Earnings											
All Industries	4.4	5.6	5.6	5.5	5.5	5.5	5.4	5.5	5.5	5.5	5.5
Manufacturing	2.7	4.8	5.0	5.5	5.4	5.6	5.7	5.8	5.4	5.8	5.4
Consumer Price Index	3.1	4.8	5.2	5.5	5.3	4.9	4.5	4.3	4.3	4.3	
	4.1	5.0	4.8	4.2	4.9	6.4	6.3	6.1	5.8	5.8	5.4

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Arbitration	July 89
•City of Montreal & MUC	CUPE & Que. Police, Fire Assoc.	11 345	Rotat. Wrk. Stop./Arbit.	December 90 & 91
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Bargaining	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•City of Winnipeg	WAPSO	900	Bargaining	April 91
•Alberta Hospital Assoc.	Health Care Guild, Health Scien. Assoc.	9 310	Conciliation	March 91
•BC Hydro & Power Authority	IBEW, Office & Prof. Empls. Int. Union	4 050	Bargaining	March 91
•Canadian Broadcasting Corp.	CUPE & NABET and others	7 390	Bargaining	May 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	38 741	Bargaining	August 91
•Ontario Council of Regents	OPSEU	15 200	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	15 000	Bargaining	August 91
•Hamilton Civic & Other Hospitals	CUPE	21 485	Bargaining	September 91
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•Gr. Vancouver Hotel Emplr. Assoc.	Hotel Empls. & Rest. Empls. Assoc.	3 000	Bargaining	October 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Fishery Products Intl. Ltd. & Bureau of Labour Information (BLI).	CAW	8 170	Oct. 91 & Dec. 91
•Quebec Telephone	CUPE	1 305	November 91
•Government of B.C.	Professional Empls. Assoc.	1 100	November 91
•Government of Ontario	Ont. Public Service Empls. Union	49 855	December 91
•Government of Saskatchewan	Teachers, CUPE & Service empls.	25 400	December 91
•C.N., C.P. & VIA Rail	Various Unions	56 165	December 91

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PUBLIC SECTOR WAGE RESTRAINT PROGRAMS

PROVINCE	TYPE & EMPLOYEES AFFECTED	DESCRIPTION
Newfoundland	<ul style="list-style-type: none"> •Legislation (Assented April 18, 1991) Public Service Restraint Act •Over 29,000 public and para-public sector employees who recently negotiated new collective agreements have been affected by the wage restraint legislation. 	<ul style="list-style-type: none"> •Voids all negotiated wage increases between April 1, 1991, and March 31, 1992. •Allows any increase which has been negotiated and already implemented. •Union has the option of (1) accepting the previously negotiated increases scheduled to take effect after the expiry of the freeze, or (2) extending the term of the contract, and accepting increases which had been negotiated to take effect during the freeze, as well as those previously scheduled for the post-freeze period.
Nova Scotia	<ul style="list-style-type: none"> •Legislation (Assented July 11, 1991) Public Service Compensation Restraint Act •Close to 20,000 provincial government employees are affected. 	<ul style="list-style-type: none"> •Effective May 14, 1991, wage increases in existing collective agreements and compensation plans for all public and para-public sector employees will be deferred for a period of two years. The freeze will postpone scheduled increases in existing collective agreements for two years from their planned date of implementation. The union has the option of accepting pre-freeze increases or negotiating a new contract after the freeze.
New Brunswick	<ul style="list-style-type: none"> •Legislation (Assented May 9, 1991) Expenditure Management Act •Applies to employees of the provincial & municipal gov'ts, crown corporations, universities and homes for special care. 	<ul style="list-style-type: none"> •The legislation freezes all scheduled public sector wages for twelve months (April 1, 1991 - March 31, 1992), with increases and collective agreement expiry dates deferred by one year.
Quebec	<ul style="list-style-type: none"> •6 month Wage Restraint contract, Bill 149 (July 10, 1991) •Close to 400,000 public and para-public sector employees are affected. 	<ul style="list-style-type: none"> •Negotiated six-month wage freeze in 1992. Agreements scheduled to expire on December 31, 1991, will receive new contracts from January 1, 1992 to June 30, 1992, with no wage increase until the end of the period, at which time a 3.0% wage increase will be implemented.
Manitoba	<ul style="list-style-type: none"> •Legislation (Assented July 26, 1991) The Public Service Compensation Management Act •Over 30,000 provincial gov't empls., crown corp. empls., and health and social service workers are affected. 	<ul style="list-style-type: none"> •Extends without change certain collective agreements which expired between September 1, 1990, and September 1, 1991, and which were not renewed before June 3, 1991, for a one-year period.
Saskatchewan	<ul style="list-style-type: none"> •Wage guidelines •Applicable to a broadly defined public sector. 	<ul style="list-style-type: none"> •Wage guidelines without enforcement of legislation. •Limits increases to: 4.0 per cent for the period October 1, 1990 to September 30, 1991; October 1, 1991 - 2.0%, and; October 1, 1992 - 2.0%.
Alberta	<ul style="list-style-type: none"> •Wage guidelines through legislation 	<ul style="list-style-type: none"> •Legislation limits public sector wage increases to a level in accord with "the general economic conditions in Alberta".
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Note: There are no wage restraint programs in effect in Ontario or Prince Edward Island.

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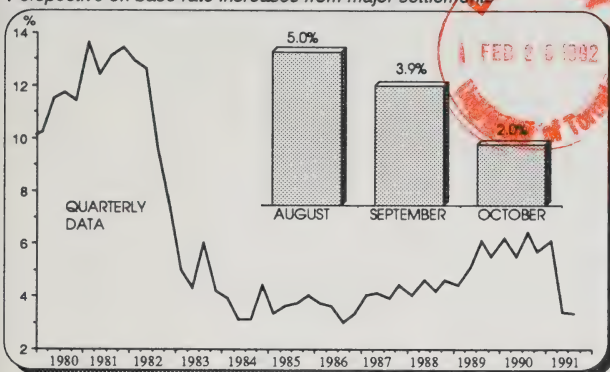
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or (819) 997-3117

THE WAGE SETTLEMENTS BULLETIN

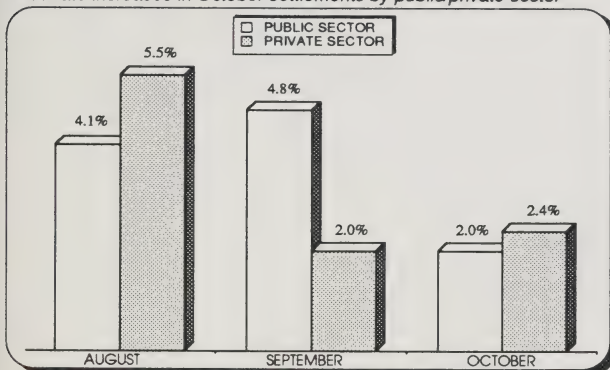
INCLUDING THE 1992 COLLECTIVE BARGAINING CALENDAR

December 1991
Volume 2, Issue 12

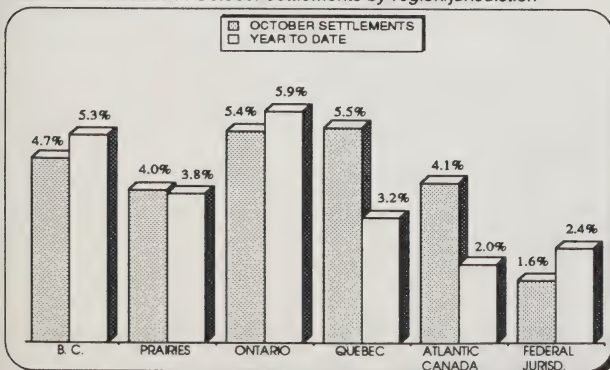
Perspective on base rate increases from major settlements



Base rate increases in October settlements by public/private sector



Base rate increases in October settlements by region/jurisdiction



Le Bulletin est également disponible en français.

OCTOBER 1991

•Base rate wage increases from major collective bargaining settlements reached in **October** averaged 2.0 per cent, a decline from 3.9 per cent in September and 5.0 per cent in August.

•The October results are based on a review of 44 agreements reached in the month, and cover 205,674 employees. (In the past twelve months, there were on average 47 agreements covering 104,800 employees each month.)

•For the 1,266,975 employees in the 483 agreements reached in the **January - October** period, the average increase was 3.7 per cent.

•In the **public sector**, increases averaged 2.0 per cent for 196,780 employees in 37 settlements in October. This low October figure largely reflects the impact of wage restraint measures in the federal government, where 171,500 employees under the Public Service Staff Relations Act (83% of all employees in October settlements), received increases averaging 1.6 per cent in 21 agreements.* (Increases to 34,174 employees in all other October agreements averaged 4.4%.) Among other public sector groups to settle in the month of October were 4,495 teachers in Metro Toronto with increases averaging 5.0 per cent, and 3,400 University of Alberta office and clerical employees with an average increase of 4.0 per cent.

•**Private sector** increases averaged 2.4 per cent for 8,894 employees in 7 settlements. The October figure is slightly above the 2.0 per cent recorded in September, but considerably below the 5.5 per cent registered in August. Private sector increases ranged from a low of no wage adjustment for 4,244 western longshore employees in the Federal jurisdiction, to 6.2 per cent for 560 Butler Metal Products employees in Ontario.

•Settlements were highest in Quebec where 700 employees received increases averaging 5.5 per cent. Ontario with 18,169 employees and British Columbia with 1,900 employees followed with 5.4 per cent and 4.7 per cent, respectively. The average increase in Atlantic Canada was 4.1 per cent (715 empls.), in the Prairie provinces 4.0 per cent (6,546 empls.), and in the Federal jurisdiction 1.6 per cent (177,644 empls.).

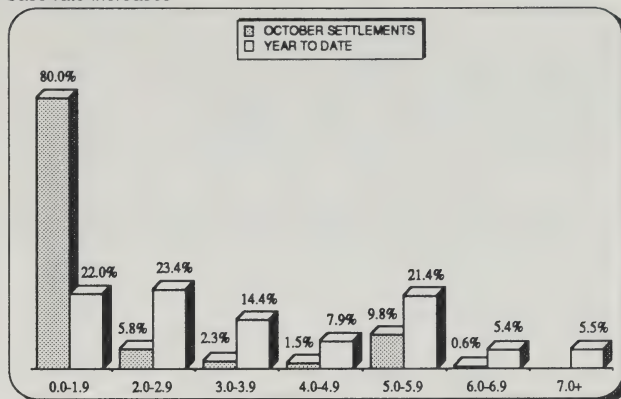
*See page 3 for settlements under the legislation.

Canada

• Approximately eighty per cent (164,521) of employees in October's settlements received increases below 2.0 per cent. Twenty per cent (41,153 employees) gained increases above 2.0 per cent, of which 20,094 (10 per cent) received increases between 5.0 and 5.9 per cent.

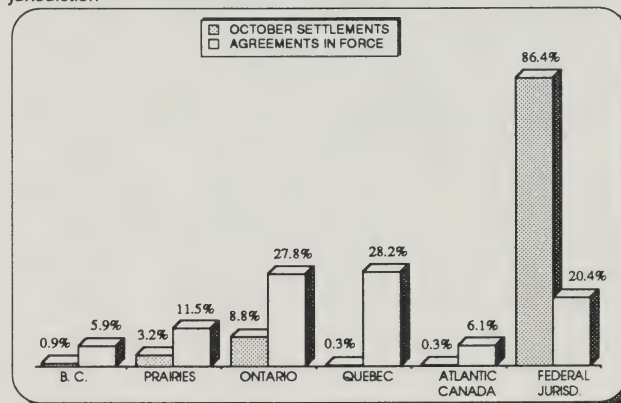
• In contrast, twenty-two per cent of employees in January - October settlements received increases below 2.0 per cent, and twenty-one per cent received increases between 5.0 and 5.9 per cent.

Percentage distribution of employees in October settlements by size of base rate increases

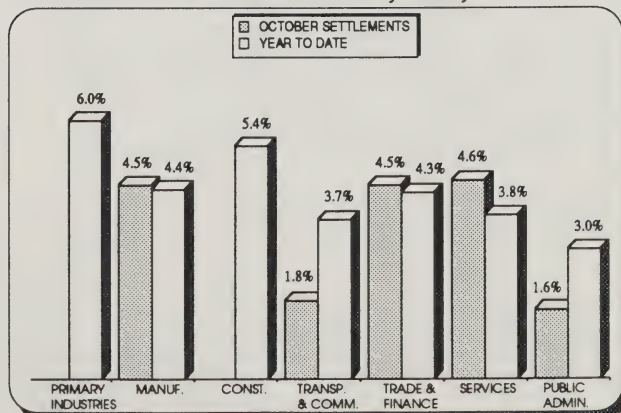


• Settlements in the Federal Jurisdiction* covering 177,644 employees accounted for 86.4 per cent of employees in October settlements, compared to a 20.4 per cent coverage in all agreements in force. In Ontario, the employee coverage of 18,169 represented 8.8 per cent of employees, while Ontario's employee coverage in all agreements in force is 27.8 per cent. All other regions/jurisdictions were substantially under-represented in October settlements when compared to the universe of agreements in force.

Percentage distribution of employees in October settlements by region/jurisdiction



Base rate increases in October settlements by industry



• Wage increases by industry were as follows:

Manufacturing	4.5%	3,650 empls.
Trans. & Comm.	1.8%	10,733 empls.
Trade & Finance	4.5%	1,000 empls.
Services	4.6%	22,458 empls.
Public Admin.	1.6%	167,833 empls.

* See page 3 for full listing.

MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (5 agreements)	3 650	4.5	4.0	36	
Intercontinental Packers production empls., Sask.	775	2.2	0.0	36	94-03-31
Trenton Works Lavalin prod. empls., Trenton, N.S.	715	4.1 ¹	4.6	36	94-03-31
Pacific Press Ltd. salaried empls., Vancouver, B.C.	900	5.0	5.0	36	93-11-30
Emboutillage TCC Ltd., plant & maint. empls., Que.	700	5.5	6.0	36	94-07-28
Butler Metal Products hourly rated empls., Ont.	560	6.2 ¹	4.4	36	94-09-30
Transportation & Communication (5 agreements)	10 733	1.8	1.3	20.7	
BC Maritime Employers Assoc. longshore empls., B.C.*	4 244	0.0	0.0	12	92-12-31
Gov't. of Canada electronic empls.*	2 753	1.5	0.0	24	93-08-31
Gov't. of Canada pilots*	573	1.5	0.0	24	94-10-25
City of Winnipeg operators, Man.	1 263	3.7 ¹	3.0	36	94-01-22
Ottawa Carleton Regional Transit Comm. empls., Ont.*	1 900	5.1 ¹	5.2	24	92-12-31
Trade and Finance (1 agreement)	1 000	4.5	4.0	36	
Okanagan Federated Shippers Assoc. plant empls., B.C.	1 000	4.5	4.0	36	94-08-31
Community, Business & Personal Services (14 agts.)	22 458	4.6	4.8	20.4	
National Research Council of Canada technical empls.*	835	1.5	0.0	24	94-02-13
National Research Council of Canada research officers*	1 185	1.5	0.0	24	93-07-19
Gov't. of Canada education group empls.*	1 386	1.5	0.0	24	93-08-31
University of Alberta office & clerical empls.	3 400	4.0	4.0	12	92-03-31
Metro Sep. School Board teachers, Toronto, Ont.	4 495	5.0 ¹	5.7	24	93-08-31
Parkland City School District No. 31 teachers, Alta.	550	5.3	5.3	12	92-08-31
Peel Board of Education teachers, Ont.	3 817	5.4 ¹	5.9	24	93-08-31
York Regional Board of Education teachers, Ont.	2 834	5.5 ¹	6.0	24	93-08-31
Kent County Board of Education teachers, Ont.	565	5.5 ¹	6.6	24	93-08-31
Durham Regional RC Sep. School Board teachers, Ont.	837	5.5	5.5	12	92-08-31
Red Deer Public School District No. 104 teachers, Alta.	558	5.6	5.6	12	92-08-31
Hastings County Board of Education teachers, Ont.	650	5.8	5.8	12	92-08-31
Lincoln County Board of Education teachers, Ont.	673	5.9	5.9	12	92-08-31
Peterborough County Board of Education teachers, Ont.	673	6.6 ¹	8.3	24	93-08-31
Public Administration (19 agreements)	167 833	1.6	0.4	24.7	
Gov't. of Canada and PSAC employees (7 agts.)*	145 060	1.5	0.0	24	93-05-04 / 93-12-31
Gov't. of Canada financial group empls.*	2 664	1.5	0.0	24	93-11-06
Gov't. of Canada economists*	2 485	1.5	0.0	24	94-05-03
Gov't. of Canada printing employees*	910	1.5	0.0	24	94-09-30
Gov't. of Canada foreign service officers*	1 165	1.5	0.0	24	93-04-30
Gov't. of Canada radio technicians*	1 261	1.5	0.0	24	94-04-30
Canadian Security Intelligence Service admin. empls.*	500	2.4	4.2	36	93-12-31
Gov't. of Canada computer & auditing empls. (2 agts.)*	9 880	2.5	4.7	36	93-05-04
Gov't. of Canada translation group empls.*	843	2.5	4.7	36	93-04-18
Regional Municipality of Durham inside empls., Ont.	550	5.0	5.0	24	93-06-30
City of Ottawa inside & outside employees, Ont.	1 815	5.2	5.2	12	91-12-31
Hamilton-Wentworth Brd. of Comm. police officers, Ont.	700	5.6	6.3	24	92-12-31
Agreements with COLA (9 agreements)	16 822	5.2	5.6	25.8	
Agreements without COLA (35 agreements)	188 852	1.7	0.6	24.1	
All agreements (44 agreements)	205 674	2.0	1.0	24.3	

* Agreements falling within the Federal jurisdiction. With the exception of BC Maritime and OC Transpo, all settlements are under the PSSRA and are subject to the wage restraint legislation.

¹ Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1988	1989	1990	1990				1991				Year to date				1991			
				3				1				Feb.				May-			
				3	4			1	2	3		Apr.	Jul.	Oct.		Aug-	Sep.	Oct.	
All Industries/Jurisdictions																			
Average Annual Increase	4.4	5.3	5.7	6.4	5.6	6.1	3.4	3.3	3.7	5.3	3.2	2.9	5.0	3.9	2.0				
Non-COLA	4.4	5.3	6.1	6.5	5.5	6.5	3.2	2.9	3.4	5.3	3.1	2.3	4.3	3.8	1.7				
COLA	4.3	5.3	5.3	5.9	5.8	5.3	5.3	5.1	5.2	5.2	5.0	5.3	5.5	4.7	5.2				
First Year Increase	4.3	5.6	5.9	6.9	6.2	6.8	3.3	3.3	3.6	5.8	3.7	3.6	5.7	4.3	1.0				
Non-COLA	4.3	5.7	6.3	7.1	5.5	7.3	3.2	3.0	3.3	5.9	3.0	1.6	5.5	4.3	0.6				
COLA	4.4	5.2	5.3	6.5	7.0	5.5	5.5	5.2	5.4	5.4	5.2	5.6	5.8	4.4	5.6				
Industries																			
Primary Industries	5.7	4.6	5.6	5.8	5.6	5.3	6.3	5.5	6.0	5.3	6.1	6.1	6.7	4.4	-				
Manufacturing	4.9	5.6	5.8	6.1	5.8	5.4	5.2	2.8	4.4	5.4	4.7	1.5	5.1	0.0	4.5				
Construction	5.6	6.1	6.1	7.1	5.6	4.5	4.4	5.8	5.4	4.5	4.5	6.0	5.7	14.4	-				
Transp. & Communication	3.7	4.5	5.7	5.8	5.2	5.3	3.9	3.0	3.7	4.6	2.7	3.4	3.6	4.5	1.8				
Trade-Finance	3.8	4.7	6.5	6.7	6.2	5.4	4.5	2.2	4.3	5.2	3.2	4.9	-	5.5	4.5				
Services	3.9	5.8	5.4	6.4	5.5	7.0	3.0	3.1	3.8	5.4	3.0	4.7	4.2	5.3	4.6				
Public Administration	4.3	4.9	6.1	4.8	5.6	5.7	3.7	2.6	3.0	5.2	3.1	1.9	4.3	3.9	1.6				
Jurisdictions																			
Newfoundland	4.1	5.7	7.1	6.3	5.7	6.0	1.9	-	2.1	-	-	-	-	-	-				
Prince Edward Island	4.8	4.7	5.8	-	-	-	5.7	4.5	5.6	-	5.6	-	-	-	-				
Nova Scotia	5.1	5.7	5.4	4.6	4.0	5.0	4.9	0.0	0.5	4.8	0.0	4.1	-	-	4.1				
New Brunswick	4.1	4.7	6.2	9.4	4.9	5.4	2.4	-	2.5	5.1	2.3	-	-	-	-				
Quebec	4.3	5.3	4.8	5.1	5.5	5.1	3.1	3.4	3.2	5.0	3.1	5.5	-	-	5.5				
Ontario	5.3	6.5	6.7	6.8	6.1	6.4	5.4	5.4	5.9	6.4	5.3	5.5	6.2	5.2	5.4				
Manitoba	3.6	4.3	5.3	6.5	4.3	6.4	3.9	0.6	2.2	5.0	0.7	4.7	5.1	-	3.7				
Saskatchewan	2.6	2.9	3.9	-	4.5	-	4.6	3.7	4.3	4.8	4.5	2.8	-	3.7	2.2				
Alberta	3.1	4.1	5.6	5.2	5.2	5.1	5.1	6.5	5.3	5.1	5.1	6.0	5.8	7.8	4.3				
British Columbia	5.2	6.9	7.0	7.2	6.4	7.6	4.9	4.3	5.3	6.3	4.9	4.4	5.6	0.4	4.7				
Multi-Province	5.3	7.3	6.2	6.8	5.5	-	5.7	7.3	6.6	5.0	6.9	6.9	6.9	-	-				
Federal Jurisdiction	3.8	4.2	5.5	5.7	5.1	5.4	4.2	3.2	2.4	4.8	3.9	1.8	3.1	3.4	1.6				
Public Sector	3.9	5.3	5.6	6.1	5.5	6.4	3.2	2.8	3.4	5.3	3.0	2.5	4.1	4.8	2.0				
Private Sector	5.0	5.3	5.9	6.5	5.7	5.3	5.0	4.2	4.6	5.2	4.3	4.3	5.5	2.0	2.4				

OTHER INDICATORS

(year-over-year percentage change)

	1988	1989	1990	1990				1991				Year to date				1991			
				3				1				Feb.				May-			
				3	4			1	2	3		Apr.	Jul.	Oct.		Aug-	Sep.	Oct.	
Union Wage Rate																			
Average Weekly Earnings	4.4	5.6	5.6	5.5	5.5	5.5	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.4	5.3				
All Industries	2.7	4.8	5.0	5.5	5.4	5.6	5.7	5.3											
Manufacturing	3.1	4.8	5.2	5.5	5.3	4.9	4.5	4.6											
Consumer Price Index	4.1	5.0	4.8	4.2	4.9	6.4	6.3	5.7	6.0	6.5	6.1	5.2	5.8	5.4	4.4				

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Arbitration	July 89
•City of Montreal & MUC	CUPE/Que. Police and Fire Assoc.	11 345	T. Agt./Arb.	December 90 & 91
•BC Health Labour Relations	BC Nurses' & Hosp. Empls. Union	41 000	Barg./Med.	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•City of Winnipeg	WAPSO	900	Bargaining	April 91
•Alberta Healthcare Assoc.	C.H.C.G., Health Scien. Assoc.	9 310	Conciliation	March 91
•BC Hydro & Power Authority	IBEW, Office & Prof. Empls. Int. Union	4 050	Bargaining	March 91
•Canadian Broadcasting Corp.	CUPE & NABET and others	7 390	Bargaining	May 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	30 000	Bargaining	August 91
•Ontario Council of Regents	OPSEU	8 800	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	15 000	Bargaining	August 91
•Hamilton Civic & Other Hospitals	CUPE	20 000	Bargaining	September 91
•Government of Saskatchewan	SGEU	12 000	Bargaining	September 91
•Government of Manitoba	Man. Govt. Empls. Assoc.	16 735	Tent. Agt.	September 91
•Government of Ontario	Ont. Public Service Empls. Union	49 855	Bargaining	December 91
•C.N. & VIA Rail	Various Unions	37 410	Bargaining	December 91
Private Sector				
•CP Rail	Various Unions	18 755	Bargaining	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•B.C. Forestry Industry	IWA	18 000	Bargaining	June 91
•Council of Marine Carriers (B.C.)	CBRT, SIU & CMSG	1 450	Bargaining	September 91
•National Sea Products, Nfld., N.S.	CAW	3 970	Bargaining	Oct. 91 & Dec. 91
•Quebec Telephone	CUPE	1 305	Bargaining	November 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Saskatchewan	Teachers, CUPE & Service empls.	25 400	December 91
•Motor Transport Indus. Relations Bureau of Ontario Inc.	Teamsters	1 800	January 92
•Saskatchewan Wheat Pool	Grain Services Union	2 300	January 92
•Polysar Rubber Corp. & others	Energy & Chemical Workers Union	3 500	January 92
•Ontario Hydro	CUPE	17 850	March 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

PUBLIC SECTOR WAGE RESTRAINT PROGRAMS

PROVINCE	TYPE & EMPLOYEES AFFECTED	DESCRIPTION
Newfoundland	<ul style="list-style-type: none"> •Legislation (Assented April 18, 1991) Public Service Restraint Act •Over 29,000 public and para-public sector employees who recently negotiated new collective agreements have been affected by the wage restraint legislation. 	<ul style="list-style-type: none"> •Voids all negotiated wage increases between April 1, 1991, and March 31, 1992. •Allows any increase which has been negotiated and already implemented. •Union has the option of (1) accepting the previously negotiated increases scheduled to take effect after the expiry of the freeze, or (2) extending the term of the contract, and accepting increases which had been negotiated to take effect during the freeze, as well as those previously scheduled for the post-freeze period.
Nova Scotia	<ul style="list-style-type: none"> •Legislation (Assented July 11, 1991) Public Service Compensation Restraint Act •Close to 20,000 provincial government employees are affected. 	<ul style="list-style-type: none"> •Effective May 14, 1991, wage increases in existing collective agreements and compensation plans for all public and para-public sector employees will be deferred for a period of two years. The freeze will postpone scheduled increases in existing collective agreements for two years from their planned date of implementation. The union has the option of accepting pre-freeze increases or negotiating a new contract after the freeze.
New Brunswick	<ul style="list-style-type: none"> •Legislation (Assented May 9, 1991) Expenditure Management Act •Applies to employees of the provincial & municipal gov'ts, crown corporations, universities and homes for special care. 	<ul style="list-style-type: none"> •The legislation freezes all scheduled public sector wages for twelve months (April 1, 1991 - March 31, 1992), with increases and collective agreement expiry dates deferred by one year.
Quebec	<ul style="list-style-type: none"> •6 month Wage Restraint contract, Bill 149 (July 10, 1991) •Close to 400,000 public and para-public sector employees are affected. 	<ul style="list-style-type: none"> •Negotiated six-month wage freeze in 1992. Agreements scheduled to expire on December 31, 1991, will receive new contracts from January 1, 1992 to June 30, 1992, with no wage increase until the end of the period, at which time a 3.0% wage increase will be implemented.
Manitoba	<ul style="list-style-type: none"> •Legislation (Assented July 26, 1991) The Public Service Compensation Management Act •Over 30,000 provincial gov't empls., crown corp. empls., and health and social service workers are affected. 	<ul style="list-style-type: none"> •Extends without change certain collective agreements which expired between September 1, 1990, and September 1, 1991, and which were not renewed before June 3, 1991, for a one-year period.
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THE COLLECTIVE BARGAINING CALENDAR IN 1992

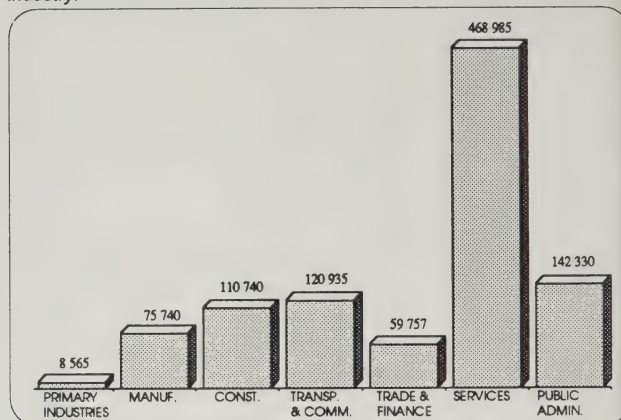
The public and para-public sectors of the economy will continue to be the focal points of collective bargaining activity in 1992, though to a lesser degree than in 1991. Over 64 per cent of all employees in major bargaining units with contracts expiring in the year are in these sectors. In addition, the vast majority of negotiations now in progress and which are expected to continue into 1992 are in the public sector (see page 8). Among the bargaining situations anticipated for 1992 are those involving provincial government employees in all provinces except Nova Scotia, and education and health sector employees in several provinces.

In the private sector, significant bargaining situations include those in: the construction industry in Ontario, Nova Scotia, New Brunswick and Manitoba; the retail food sector in Ontario and Saskatchewan; the forest products industry in British Columbia; telephone and utilities in several jurisdictions; fish products in Atlantic Canada and British Columbia, and transportation in the federal jurisdiction (mostly rail and air).

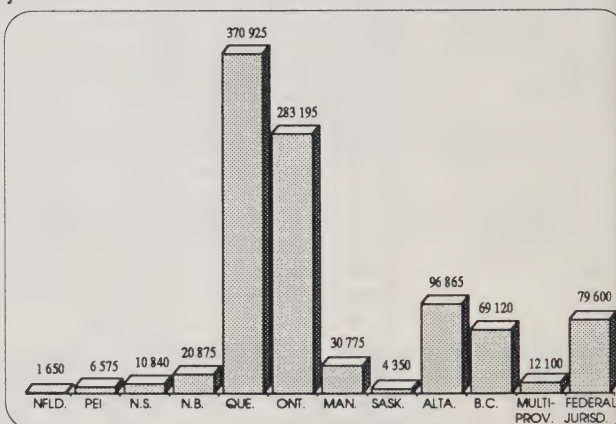
Bargaining will be heaviest in Quebec, Ontario, Alberta, British Columbia and in the Federal jurisdiction.

In total, there are 373 major collective agreements with expiry dates in 1992; they cover 986,870 employees. These figures exclude those negotiations currently in progress and which will be carried over into 1992.

Number of employees in major collective agreements expiring in 1992 by industry.



Number of employees in major collective agreements expiring in 1992 by jurisdiction.



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KEY NEGOTIATIONS ON THE 1992 BARGAINING CALENDAR

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
NEWFOUNDLAND			Winnipeg Police & Firefighters		
Government employees	25 215	Mar./Aug.	Manitoba Telephone System	2 075	*
Telephone & Telegraph empls.	4 470	Nov./Dec.	Provincial Government employees	16 835	*
Fish Products	4 935	*	Education	5 757	*
Nurses	3 400	*	SASKATCHEWAN		
PRINCE EDWARD ISLAND			Universities	2 980	*
Government employees	6 575	Mar./June	Saskatchewan Telecommunications	3 900	*
NOVA SCOTIA			Retail Food employees	2 800	*
Construction (Mainland)	3 850	April	Provincial Government employees	13 800	*
Cape Breton Dev. Corp.	2 200	December	Education	12 000	*
National Sea Products	2 375	*	Health Care	13 947	*
NEW BRUNSWICK			ALBERTA		
Construction	3 050	June	Suncor	1 010	April
Education	8 435	August	Calgary Co-Op.	3 300	May
N.B. Elect. Power	1 050	December	Government employees	65 171	March/June
N.B. Gov't. employees	6 940	December	Trans., Telephones, Utilities empls.	5 390	December
QUEBEC			Health Care employees	9 308	*
General Electric & Camco	1 530	March	Education	20 296	*
Noranda Minerals	1 000	May	Cities of Calgary & Edmonton	11 665	*
Canadian Reynolds Metals	1 200	June	AGT Ltd.	3 600	*
Government employees	319 795	June	BRITISH COLUMBIA		
Hydro Quebec	14 060	June/Dec.	Fording and Quintette Coal	2 117	April/May
Clothing Manufacturers	5 300	Nov./Dec.	Fish Processors	3 400	April
Gov't. of Quebec (QPP & Correctional)	6 200	Nov./Dec.	Cominco	2 993	September
Montreal and Community	15 945	*	B.C. Ferry and Transit	5 000	Mar./Oct.
Alcan Smelters and Chemicals	5 000	*	Health Labour Relations	4 500	March
ONTARIO			Education	18 575	March/June
Dow Chemical, Nova			Forestry employees	11 400	April
Petrochemicals and Du Pont	3 200	January	Hotel employees	10 000	May
Auto Parts	10 065	Jan.-Oct.	B.C. Maritime longshore empls.	4 245	December
General Electric & Camco	2 280	Mar./April	B.C. Hydro & Power Authority	4 050	*
Rowntree Mackintosh, Heinz			Nurses & Health Care employees	44 400	*
and Maple Lodge Farms	2 918	Feb./Apr./Oct.	Forestry employees	25 000	*
Uniroyal Goodrich & General Tire	2 515	June/Dec.	Provincial Government employees	34 700	*
McDonnell Douglas	3 800	October	City of Vancouver & District	7 105	*
Construction	95 640	April	MORE THAN ONE PROVINCE		
Ontario Hydro	17 850	March	Continental Can	1 798	February
Retail Food	42 280	May-Oct.	Automatic Sprinkler and		
Education	40 721	Mar.-Sept.	Boilermaker Associations	6 000	April/June
L.C.B.O.	5 000	December	FEDERAL		
Toronto & other municip. empls.	17 310	December	Saskatchewan Wheat Pool	2 297	January
Ottawa-Carleton Transpo empls.	1 900	December	North West Territories public		
Hospital Service employees	29 730	*	servants & teachers	4 280	Mar./Aug.
Education	49 906	*	CP Express and trucking firms	3 900	Jan.-Sept.
Provincial Government employees	54 328	*	Air Canada & Canadian Airlines Int.	24 480	May-Oct.
Municipal Police	10 620	*	Bell Canada	19 200	May
MANITOBA			Cdn. Lake Carriers Assoc.	2 300	May
Construction	2 200	April	CBC	7 930	*
Manitoba Hydro	2 300	May	Unitel	1 500	*
Manitoba Health Organizations	6 500	Mar./April	CN, CP and Via Rail	56 165	*
Manitoba Telephone	2 350	July	Marine Atlantic	2 240	*
Manitoba Nurses	10 000	December	B.C. Tel.	11 115	*
			Canada Post	45 000	*
			CP Express	3 295	*

*1991 (or earlier) expiries where negotiations were still in progress as of Oct. 31, 1991 and may be carried over into 1992.

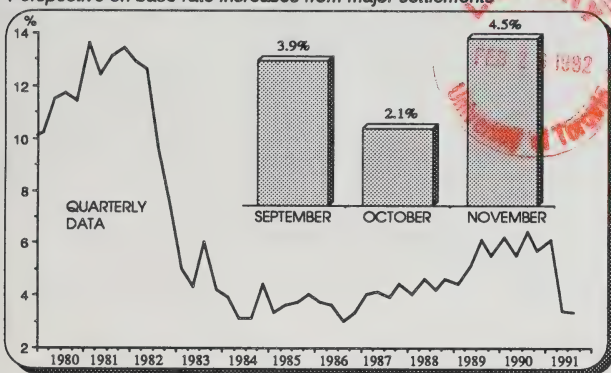


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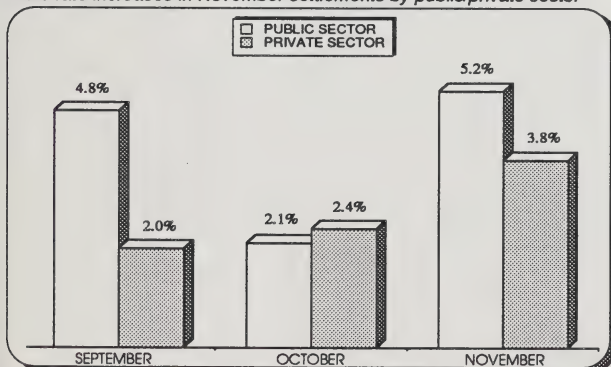
THE WAGE SETTLEMENTS BULLETIN

January 1992
Volume 3, Issue 1

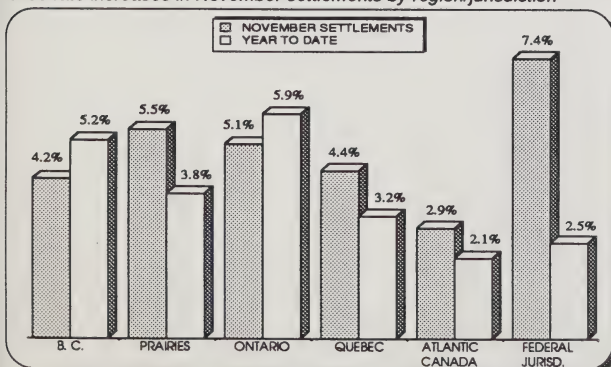
Perspective on base rate increases from major settlements



Base rate increases in November settlements by public/private sector



Base rate increases in November settlements by region/jurisdiction



Le Bulletin est également disponible en français.

NOVEMBER 1991

•The average annual increase in base rates arising from major wage settlements reached in November was 4.5 per cent, up from 2.1 per cent in October and 3.9 per cent in September. However, the November results are based on a review of (a much less than average) 23 agreements covering only 27,401 employees. In contrast, over the preceding twelve month period, there were, on average, 47 agreements covering 104,800 employees each month.

•For the 3-month period ending in November, the average increase was 2.6 per cent, down from 3.7 per cent in both the June-August and March-May periods.

•In the 508 settlements reached between January and November, wage increases averaged 3.7 per cent for the 1,295,152 employees covered. Increases for 1990 as a whole, averaged 5.7 per cent for 1,149,100 employees in 504 agreements.

•Increases from public sector settlements in November averaged 5.2 per cent. This is up from October and September, and results largely from settlements in Ontario where 12,226 employees in the education sector received increases averaging 5.2 per cent. In total, there were 9 agreements covering 13,481 public sector employees in November.

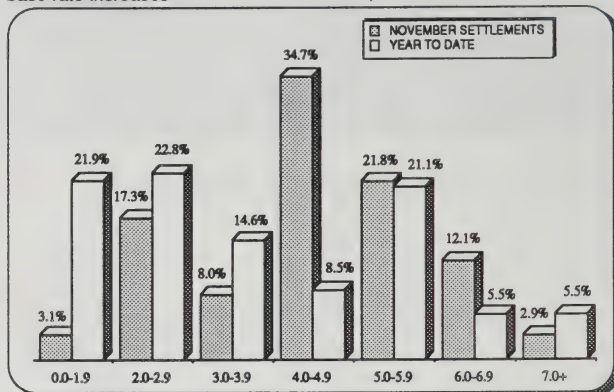
•Private sector increases averaged 3.8 per cent for 13,920 employees in 14 agreements. Increases ranged from a low of an 18-month freeze for 850 Finning Ltd. employees in British Columbia to 8.8 per cent for 800 Denison Mines employees in Ontario. (Mining operations at Denison are to be permanently shut down in the spring of 1992.) Among the major private sector settlements were 4,200 Fishery Products International employees in Newfoundland with average annual increases of 2.5 per cent.

•Settlements were highest in the federal jurisdiction where 1,500 private sector employees received increases averaging 7.4 per cent in two agreements. Settlements in the Prairie provinces at 5.5% (1,050 employees) and Ontario at 5.1% (13,881 employees) were above the national average. Increases in Quebec at 4.4% (2,000 employees), British Columbia at 4.2% (3,220 employees) and in Atlantic Canada at 2.9% (4,900 employees) were below the national average.

•Approximately fifty-six per cent (15,488) of employees covered in November settlements received increases of between 4.0 and 5.9 per cent. Fifteen per cent (4,113) of employees received increases greater than 6.0 per cent. Approximately 28 per cent (7,800) of all employees in November settlements received wage increases below 4.0 per cent.

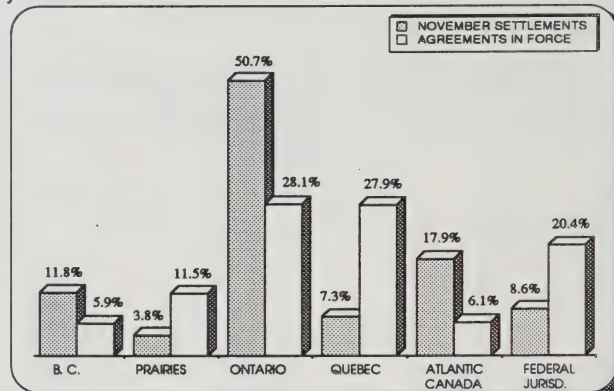
•In contrast, only thirty per cent of all employees who have settled in the year to date have received increases between 4.0 and 5.9 per cent, while sixty per cent have received increases averaging less than 4.0 per cent.

Percentage distribution of employees in November settlements by size of base rate increases



•Contracts in Ontario covering 13,881 employees accounted for over one-half of employees in November settlements, compared to a 28.1 per cent representation in all agreements in force. Atlantic Canada accounted for 17.9 per cent (4,900) of all employees in the month's settlements, while having 6.1 per cent of employees in agreements in force. In British Columbia, the 3,220 employees in November settlements represented 11.8 per cent of all employees in the month; British Columbia's coverage of all agreements in force is 5.9 per cent. Other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

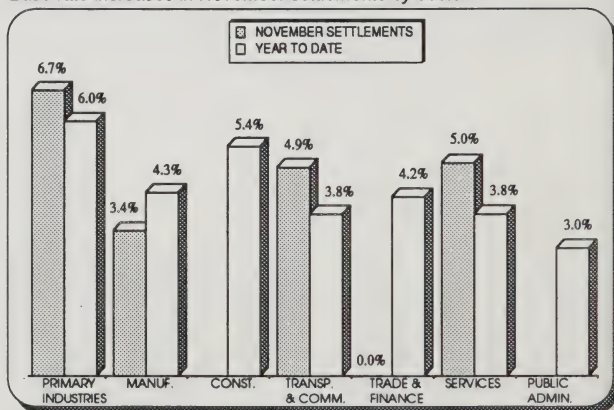
Percentage distribution of employees in November settlements by region/jurisdiction



•Wage increases by industry were as follows:

Primary Industry	6.7%	1,820 empls.
Manufacturing	3.4%	7,850 empls.
Trans. & Comm.	4.9%	1,755 empls.
Trade & Finance	0.0%	850 empls.
Services	5.0%	15,126 empls.

Base rate increases in November settlements by sector



MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries (2 agreements)	1 820	6.7	6.7	18.7	
Denison Mines Ltd. mining empls., Elliot Lake, Ont.	800	8.8 [*]	8.8	12	92-09-01
Highland Valley Copper mining empls., Logan lake, Ont.	1 020	5.0	5.0	24	93-09-30
Manufacturing (8 agreements)	7 850	3.4	3.3	28.9	
Fearman, F. W. Co. Ltd. plant & maint. empls., Ont.	550	4.0 [*]	4.2	36	94-11-14
Fishery Products Int'l. plant & maint. empls., Nfld.	4 200	2.5	2.5	24	93-10-31
Versatile Farm Equipment Operations empls., Man.	500	5.5 [*]	4.1	36	94-09-30
Canadian Marconi Co. hourly empls., Montreal, Que.	500	4.2	4.8	38	93-11-11
Canadian Marconi Co. salaried empls., Montreal, Que.	500	4.4	4.8	36	94-01-06
Consumers Glass Inc. plant & maint. empls., Ont.	550	3.0 [*]	2.0	36	94-09-01
CXA (Div. CIL) hourly empls., Brownsburg, Que.	500	4.8	5.2	36	94-10-03
Winnipeg Free Press empls., Winnipeg, Man.	550	5.5	4.0	24	93-09-30
Transportation & Communication (3 agreements)	1 755	4.9	5.3	32.2	
BC Terminal Elevator Operators' Assn. grain empls., B.C.	700	5.9	6.5	36	92-12-31
Gaz Metropolitain hourly empls., Montreal, Que.	500	4.2 [*]	4.5	36	94-09-30
City of Mississauga, Ontario (Transit Dept.) operators, mechanics & maintenance empls.,	555	4.5	4.5	24	93-09-30
Trade and Finance (1 agreement)	850	0.0	0.0	18.0	
Finning Ltd. service & maintenance empls., B.C. & Yukon	850	0.0	0.0	18	93-04-14
Community, Business & Personal Services (9 agts.)	15 126	5.0	5.4	16.9	
Greater Vancouver Hotel Empls. Assn. empls., B.C.	2 200	3.8	5.4	40	95-02-28
London Board of Education teachers, London, Ont.	1 713	6.7	6.7	12	92-08-31
Lincoln County Board of Education teachers, Ont.	887	5.9	5.9	12	92-08-31
Niagara South Board of Education teachers, Ont. (2 agts.)	1 626	6.0	6.0	12	92-08-31
Ontario Council of Regents Colleges support staff empls.	6 400	4.3	4.3	12	92-08-31
York University teaching assistants, North York, Ont.	800	6.6	6.6	12	92-08-31
York University part-time teachers, North York, Ont.	800	6.5	6.5	12	92-08-31
PEI General Hospital & School of Nursing of PEI nurses	700	5.2	8.6	30	93-12-31
Agreements with COLA (5 agreements)	2 900	5.4	5.1	29.4	
Agreements without COLA (18 agreements)	24 501	4.4	4.7	20.5	
All agreements (23 agreements)	27 401	4.5	4.7	21.5	

^{*} Agreements with cost-of-living allowances (COLA) calculated at a projected 5.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1988	1989	1990	1991			Year to date	Mar.- May	June- Aug.	Sept.- Nov.	1991		
				1	2	3					Sept.	Oct.	Nov.
All Industries/Jurisdictions													
Average Annual Increase	4.4	5.3	5.7	6.4	5.6		3.7	3.7	3.7	2.6	3.9	2.1	4.5
Non-COLA	4.4	5.3	6.1	6.6	5.5		3.4	3.6	3.3	2.3	3.8	1.8	4.4
COLA	4.3	5.3	5.3	5.9	5.8		5.2	5.5	5.1	5.1	4.7	5.2	5.4
First Year Increase	4.3	5.6	5.9	6.9	6.2		3.6	3.8	3.9	1.9	4.3	1.1	4.7
Non-COLA	4.3	5.7	6.3	7.1	5.5		3.4	3.7	3.5	1.6	4.3	0.7	4.7
COLA	4.4	5.2	5.3	6.5	7.0		5.4	5.8	5.2	5.3	4.4	5.6	5.1
Industries													
Primary Industries	5.7	4.6	5.6	5.8	5.6		6.0	6.3	5.2	6.2	4.4	-	6.7
Manufacturing	4.9	5.6	5.8	6.1	5.8		4.3	5.3	4.5	2.2	0.0	4.5	3.4
Construction	5.6	6.1	6.1	7.1	5.6		5.4	0.7	5.6	14.4	14.4	-	-
Transp. & Communication	3.7	4.5	5.7	5.8	5.2		3.8	4.3	2.9	3.4	4.5	1.8	4.9
Trade-Finance	3.8	4.7	6.5	6.7	6.2		4.2	4.9	3.3	3.1	5.5	4.5	0.0
Services	3.9	5.8	5.4	6.4	5.5		3.8	3.4	3.4	4.9	5.3	4.7	5.0
Public Administration	4.3	4.9	6.1	4.8	5.6		3.0	4.2	2.9	1.7	3.9	1.6	-
Jurisdictions													
Newfoundland	4.1	5.7	7.1	6.3	5.7		2.1	1.9	-	2.5	-	-	2.5
Prince Edward Island	4.8	4.7	5.8	-	-		5.5	-	5.6	5.2	-	-	5.2
Nova Scotia	5.1	5.7	5.4	4.6	4.0		0.5	5.2	0.0	4.1	-	4.1	-
New Brunswick	4.1	4.7	6.2	9.4	4.9		2.5	2.5	-	-	-	-	-
Quebec	4.3	5.3	4.8	5.1	5.5		3.4	3.1	3.5	4.7	-	5.5	4.4
Ontario	5.3	6.5	6.7	6.8	6.1		5.9	6.3	5.5	5.3	5.2	5.4	5.1
Manitoba	3.6	4.3	5.3	6.5	4.3		2.3	5.0	1.0	4.5	-	3.7	5.5
Saskatchewan	2.6	2.9	3.9	-	4.5		4.3	4.8	4.5	2.8	3.7	2.2	-
Alberta	3.1	4.1	5.6	5.2	5.2		5.3	5.1	5.2	6.0	7.8	4.3	-
British Columbia	5.2	6.9	7.0	7.2	6.4		5.2	5.2	5.5	2.3	0.4	5.9	4.2
Multi-Province	5.3	7.3	6.4	7.0	5.5		5.5	5.0	6.9	0.0	-	-	0.0
Federal Jurisdiction	3.8	4.2	5.5	5.7	5.1		2.5	4.9	3.5	1.7	3.4	1.6	7.4
Public Sector	3.9	5.3	5.6	6.1	5.5		3.5	3.6	3.0	2.5	4.8	2.1	5.2
Private Sector	5.0	5.3	5.9	6.5	5.7		4.6	5.1	4.7	2.8	2.0	2.4	3.8

OTHER INDICATORS

(year-over-year percentage change)

	1988	1989	1990	1991			Year to date	Mar.- May	June- Aug.	Sept.- Nov.	1991		
				1	2	3					Sept.	Oct.	Nov.
Union Wage Rate													
Average Weekly Earnings	4.4	5.6	5.6	5.5	5.5		5.4	5.4	5.4	5.3	5.4	5.4	5.3
All Industries	2.7	4.8	5.0	5.5	5.4		5.3	5.7	5.7	5.3	5.1	5.3	5.3
Manufacturing	3.1	4.8	5.2	5.5	5.3		4.6	4.9	4.5	5.2	5.1	5.2	5.2
Consumer Price Index	4.1	5.0	4.8	4.2	4.9		5.7	6.2	5.9	4.7	5.4	4.4	4.2

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Arbitration	July 89
•Montreal Urban Community	Quebec Police Assn.	4 514	Arbitration	December 90
•BC Health Labour Relations	BC Nurses & Hospital Empls. Union	41 000	Barg./Med.	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•City of Winnipeg	WAPSO	900	Bargaining	April 91
•Alberta Healthcare Assoc.	C.H.C.G., Health Scien. Assn.	9 310	Concil./Med.	March 91
•BC Hydro & Power Authority	IBEW & Office & Prof. Empls. Int. Union	4 050	Bargaining	March 91
•Canadian Broadcasting Corp.	CUPE, NABET and other unions	7 390	Bargaining	May 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	30 000	Bargaining	August 91
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	15 000	Bargaining	August 91
•Hamilton Civic & Other Hospitals	CUPE	20 000	Bargaining	September 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•Government of Ontario	Ont. Public Service Empls. Union	49 855	Bargaining	December 91
•C.N. & VIA Rail	CBRT and other unions	37 410	Bargaining	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers,	25 400	Bargaining	December 91
Private Sector				
•CP Rail	Various Unions	18 755	Bargaining	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•B.C. Forestry Industry	IWA	18 000	Bargaining	June 91
•Council of Marine Carriers (B.C.)	CBRT, SIU & CMSG	1 450	Bargaining	September 91
•National Sea Products, Nfld., N.S.	CAW	3 970	Bargaining	Oct. 91 & Dec. 91
•Quebec Telephone	CUPE	1 305	Bargaining	November 91
•Motor Transport Indus. Relations Bureau of Ontario Inc.	Teamsters	1 800	Bargaining	January 92
•Polysar Rubber Corp. & others	Energy & Chemical Workers Union	3 500	Bargaining	January 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Saskatchewan Wheat Pool	Grain Services Union	2 300	January 92
•Ontario Hydro	CUPE	17 850	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE & AUPE	33 285	March 92
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	March 92
•Health Labour Rel. Assn of B.C.	Health Sciences Assn of B.C.	4 500	March 92
•Govt. of Prince Edward Island	PEI Union of Public Sector Empls.	3 800	March 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 5.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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THE WAGE SETTLEMENTS BULLETIN

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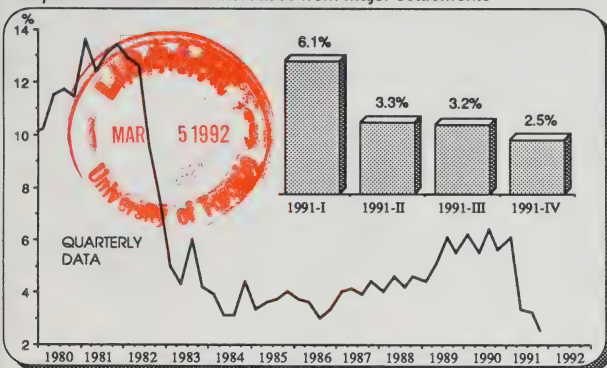
ANNUAL REVIEW AND DECEMBER 1991

Wage increases drop to 3.6% in 1991

• Wage increases from major collective bargaining settlements reached in 1991 averaged 3.6 per cent, down sharply from 5.7 per cent in 1990, and the first year-to-year decline since 1985-1986.

• The 1991 results are based on a review of the 528 settlements reached during the year, and cover 1,324,722 employees - one-half of all employees in major collective agreements on file. When the parties to these agreements last bargained - on average 2 to 2 1/2 years previously - the resulting wage increases

Perspective on base rate increases from major settlements



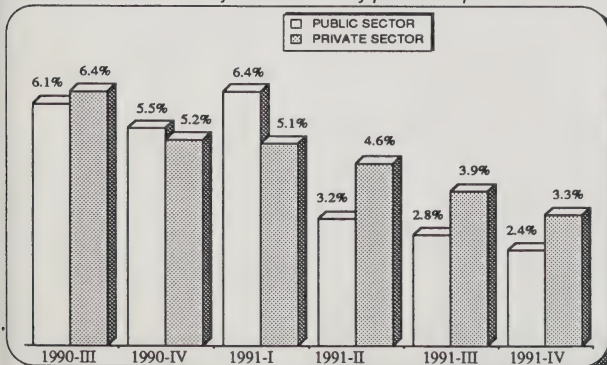
averaged 5.1 per cent, compared to the 3.6 per cent in their 1991 settlements. In contrast, settlements reached in 1990 at 5.7 per cent, showed an increase from 4.4 per cent in the previously bargained agreements.

• Quarterly averages point to an even more significant moderation in wage gains; in the **fourth quarter of 1991** increases averaged 2.5 per cent, the lowest quarterly average on record, and a marked decline from a peak of 6.3 per cent in the third quarter of 1990.

Public Sector at record low - 3.5% in 1991

• While both the public and private sectors shared in this moderation, public sector wage increases decelerated more sharply under the impact of wage restraint policies in the federal and several provincial jurisdictions. Wage increases averaged 3.5 per cent for 1,088,550 employees in 343 public sector settlements reached in 1991; approximately two-thirds of these employees were affected by wage restraint legislation. The average public sector increase in 1990 was 5.6 per cent. On a quarterly basis, public sector increases dropped from a peak of 6.4 per cent in the first quarter of 1991 to 2.4 per cent in the **fourth quarter**. Both the annual and quarterly public sector figures were at their lowest since the inception of the series in 1978.

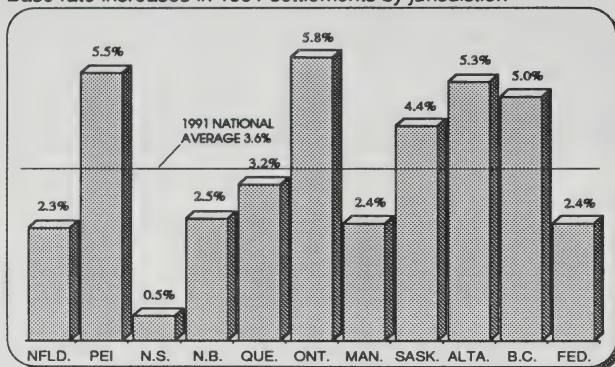
Base rate increases in major settlements by public and private sectors



Le Bulletin est également disponible en français.

Private Sector decline continues - 4.3% in 1991

• Private sector increases which peaked earlier in the third quarter of 1990 at 6.4 per cent, showed a continuous but more gradual decline to 3.3 per cent in the **fourth quarter of 1991**. For 1991 as a whole, increases averaged 4.3 per cent for 236,175 employees in 185 private sector agreements, down from 5.8 per cent in 1990.

Base rate increases in 1991 settlements by jurisdiction**Jurisdiction**

•The impact of public sector wage restraint programs on wage settlements in 1991 is more evident in the data on wage increases by jurisdiction. While wage increases were lower in 1991 than in 1990 in all jurisdictions except Saskatchewan, increases in 1991 were below the national average only in those jurisdictions with wage restraint legislation: Newfoundland, Nova Scotia, New Brunswick, Quebec, Manitoba, and the Federal jurisdiction. (See Table below.)

Base rate increases from 1991 and 1990 settlements by jurisdiction

Jurisdiction	1991 Settlements			1990 Settlements		
	% Increase	# of Empls.	Agts.	% Increase	# of Empls.	Agts.
Newfoundland	2.3	52,290	15	7.0	17,515	11
Prince Edward Island	5.5	6,625	4	5.8	650	1
Nova Scotia	0.5	28,995	19	5.4	15,120	7
New Brunswick	2.5	42,365	24	6.2	29,005	18
Quebec	3.2	449,253	102	4.8	404,685	101
Ontario	5.8	267,734	152	6.5	396,028	206
Manitoba	2.4	74,951	41	5.1	13,553	14
Saskatchewan	4.4	10,550	5	3.9	20,390	8
Alberta	5.3	56,069	43	5.6	103,423	56
British Columbia	5.0	71,583	55	7.0	31,799	32
Multi-Provincial	5.4	5,050	7	6.4	11,635	6
Federal Jurisdiction	2.4	259,257	61	5.5	105,314	44
Canada	3.6	1,324,722	528	5.7	1,149,117	504

Industry

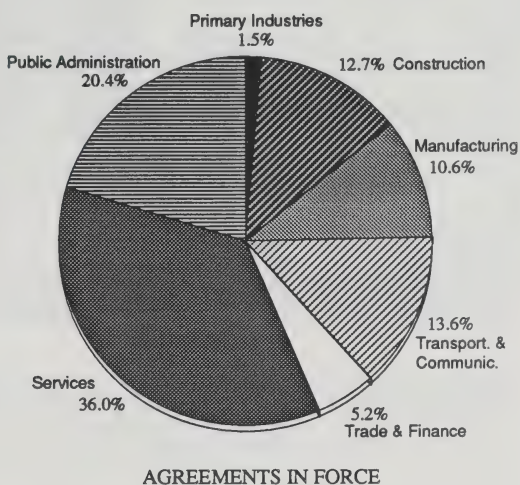
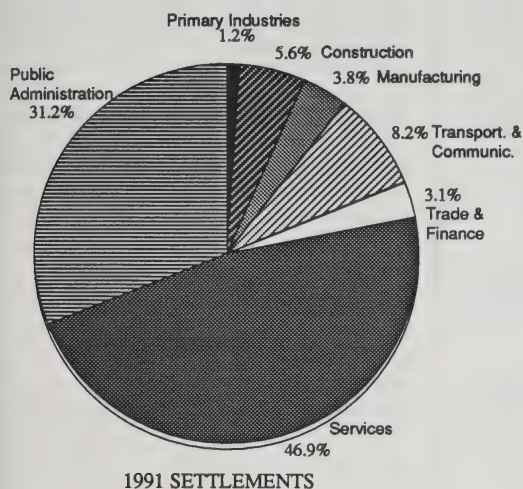
•Wage increases in 1991 were lower than in 1990 in all industry sectors, but more so in those with public sector components: public administration, community, business and personal services, and transportation, communication and utilities.

They were lowest in Public Administration at an average of 3.0% for 413,500 employees - 31.2 per cent of all employees in 1991 settlements. (Employees in Public Administration constitute 20.4 per cent of employees in all agreements in force.) In the services sector with 620,800 employees, increases averaged 3.8%; the employee coverage is 46.9% of the total in 1991 agreements (compared to a 36.0 per cent coverage of all agreements in force). (See accompanying Table and Charts.)

Base rate increases from 1991 and 1990 settlements by industry

Industry	1991 Settlements			1990 Settlements		
	% Increase	# of Empls.	Agts.	% Increase	# of Empls.	Agts.
Primary Industries	5.0	15,850	13	5.4	16,518	14
Manufacturing	3.8	74,639	81	5.2	147,127	102
Construction	5.1	50,075	36	6.1	166,370	50
Transp., Commun. & Utilities	3.7	109,168	52	5.7	137,596	52
Trade	4.2	40,696	28	6.4	58,717	23
Services	3.8	620,756	205	5.4	494,510	216
Public Administration	3.0	413,538	113	6.1	128,279	47
All Industries	3.6	1,324,722	528	5.7	1,149,117	504

Percentage distribution of employees in 1991 settlements and of all agreements in force by industry

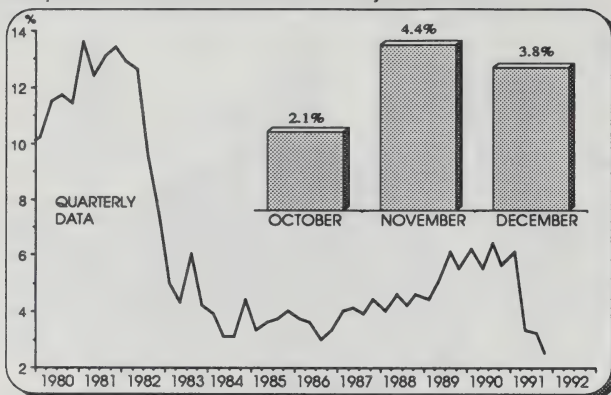


The moderation in wage gains between 1990 and 1991 is reflected in the distribution of increases by number of employees. In 1991, 113,900 employees were subject to a **wage freeze** over their contract-term; in 1990 there were no employees subject to a wage freeze. Including employees subject to a wage freeze, **sixty per cent** of employees in 1991 settlements received increases of **less than 4.0%**; the corresponding figure for 1990 was **three per cent** of employees. In 1991, thirty per cent of employees gained increases of between 4.0% and 5.9%; in 1990, 63 per cent of employees were in that range. Increases of 6.0% and over went to eleven per cent of employees in 1991, compared to thirty-five per cent in 1990. More summarily, **ninety-seven per cent** of employees in 1990 settlements gained increases of **4.0% and over**, compared to **forty per cent** of all employees in 1991 settlements.

Distribution of employees in 1991 settlements by size of wage increases

Distribution of Increase	1991		1990	
	Number	% of total	Number	% of total
0% - 1.9%	284,324	21.5	1,800	0.2
2.0% - 2.9%	54,998	4.2	6,170	0.5
3.0% - 3.9%	455,374	34.4	26,000	2.3
4.0% - 4.9%	128,023	9.7	412,926	35.9
5.0% - 5.9%	262,945	19.8	305,354	26.6
6.0% - 6.9%	63,983	4.8	215,158	18.7
7.0% and over	75,075	5.7	181,709	15.8
All Industries	1,324,722	100.0	1,149,117	100.0

Perspective on base rate increases from major settlements



DECEMBER 1991

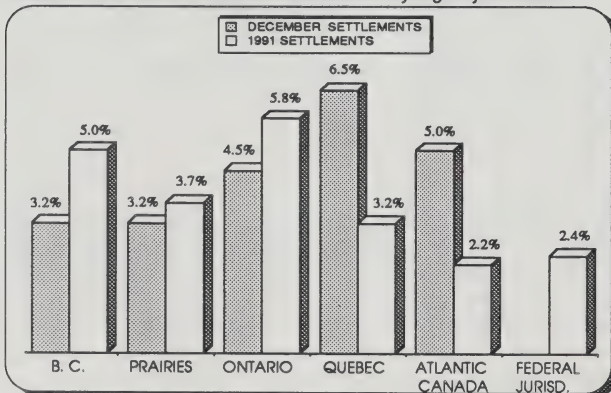
•Base rate wage increases from major collective bargaining settlements in December averaged 3.8 per cent, a decline from 4.4 per cent in November, but higher than the 2.1 per cent recorded in October.

•The December results are based on a review of only 17 agreements reached in the month, and cover 26,912 employees. In contrast, in 1991 as a whole, there were on average 44 agreements covering 110,394 employees each month.

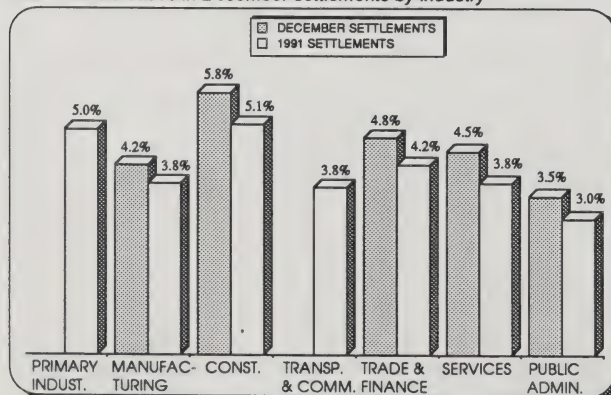
•December's results are based largely on settlements within the public sector, where increases averaged 3.7 per cent for 22,942 employees in 12 agreements. They include 16,737 provincial government employees in Manitoba with increases averaging 3.0%. Private sector increases averaged 4.5 per cent for 3,970 employees in 5 agreements.

•Settlements were highest in Quebec at 6.5 per cent (2,850 empls.), where 1,850 Montreal firefighters received an increase of 7.4 per cent. Settlements in Atlantic Canada at 5.0% (3,350 empls.) and Ontario at 4.5% (1,905 empls.) were above the national average of 3.8 per cent. Increases in British Columbia (570 empls.) and the Prairie provinces (18,237 empls.) at 3.2% were below the national average. There were no settlements in the federal jurisdiction.

Base rate increases in December settlements by region/jurisdiction



Base rate increases in December settlements by industry



•Settlements ranged from a high of 5.8% for insulators in the construction industry, to a low of 3.5% for employees in public administration. Public administration settlements (including the Manitoba government) covered 17,616 employees - 65 per cent of December's total.

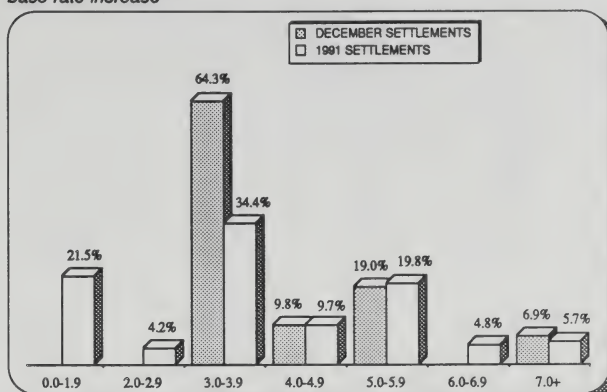
•Increases by industry in the fourth quarter of 1991 were as follows:

Primary Industries	5.9%	1,820 empls.
Manufacturing	3.7%	13,150 empls.
Construction	5.8%	750 empls.
Transport. & Comm.	2.2%	12,488 empls.
Trade and Finance	3.3%	2,850 empls.
Services	4.8%	45,301 empls.
Public Admin.	1.8%	187,479 empls.

• Approximately sixty-four per cent (17,307) of employees covered in December settlements received increases of less than 4.0% (including the 16,737 Manitoba provincial government employees at 3.0%). Twenty-nine per cent (7,755) of employees received increases of between 4.0% and 5.9%. Approximately seven per cent (1,850) of all employees in December settlements received increases greater than 6.0%.

• The distribution of December settlements was similar to that for the year as a whole. Sixty per cent of employees in the year's agreements received less than 4.0%, close to thirty per cent were in the 4.0% to 5.9% range, and approximately ten per cent received increases over 6.0%.

Percentage distribution of employees in December settlements by size of base rate increase



MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and employer	No. of empl.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (2 agreements)	1 650	4.2	4.2	22.9	
Motor Coach Industries Ltd. product empls., Manitoba	750	4.4	4.4	36	94-09-30
Kaufman Footwear production empls., Kitchener, Ont.	900	4.0	4.0	12	93-01-16
Construction (1 agreement)	750	5.8	6.0	24	
Alta. Construct. Labour Relations Assn. insulators, Alta.	750	5.8	6.0	24	93-04-30
Trade and Finance (1 agreement)	1 000	4.8	5.0	36	
Quebec Area Automobile Dealers Corporation office, sales, trades & service station empls., Que.	1 000	4.8	5.0	36	94-11-02
Community, Business & Personal Services (4 agts.)	5 896	4.5	4.6	19.2	
Canadian Pacific Hotels, Empress Hotel empls., B.C.	570	3.2	3.8	24	93-08-31
Hamilton Board of Education teachers, Ont.	1 005	5.0	5.5	24	93-08-31
Gov't. of Manitoba educational services empls., Man.†	971	3.0	3.0	36	94-09-30
Gov't. of Newfoundland nurses, Nfld.	3 350	5.0	5.0	12	92-12-31
Public Administration (9 agreements)	17 616	3.5	3.5	33.5	
Gov't. of Manitoba office & clerical, social & admin. services, correctional and science empls. (8 agts.)†	15 766	3.0	3.0	36	94-09-30
City of Montreal firefighters, Que.	1 850	7.4	7.4	12	91-12-31
Agreements with COLA (9 agreements)	16 737	3.0	3.0	36	
Agreements without COLA (8 agreements)	10 175	5.2	5.4	18.9	
All agreements (17 agreements)	26 912	3.8	3.9	29.5	

† Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage increases in base rates)

	1988	1989	1990	1990				1991				Oct.	Nov.	Dec.
				3	4	1	2	3	4	1	2			
All Industries/Jurisdictions														
Average Annual Increase	4.4	5.3	5.7	6.3	5.3	6.1	3.3	3.2	2.5	3.6		2.1	4.4	3.8
Non-COLA	4.4	5.3	6.1	6.6	5.5	6.5	3.2	2.8	2.2	3.4		1.8	4.4	5.2
COLA	4.3	5.3	5.1	5.6	5.1	5.1	4.7	4.6	4.1	4.7		5.0	4.5	3.0
First Year Increase	4.3	5.6	5.9	6.9	6.2	6.7	3.3	3.5	1.7	3.6		1.1	4.6	3.9
Non-COLA	4.3	5.7	6.3	7.1	5.5	7.3	3.2	3.0	1.3	3.4		0.7	4.7	5.4
COLA	4.4	5.2	5.3	6.5	7.0	5.4	5.3	5.1	4.3	5.1		5.5	4.3	3.0
Industries														
Primary Industries	5.7	4.6	5.4	5.4	5.6	5.0	5.1	4.0	5.9	5.0		-	5.9	-
Manufacturing	4.9	5.5	5.2	5.6	5.1	4.7	4.8	2.4	3.7	3.8		4.3	3.3	4.2
Construction	5.6	6.1	6.1	7.1	5.6	4.5	4.4	5.3	5.8	5.1		-	-	5.8
Transp. & Communication	3.7	4.5	5.7	5.8	5.2	5.3	3.8	3.0	2.2	3.7		1.7	4.8	-
Trade-Finance	3.8	4.7	6.4	6.7	6.1	5.4	4.5	2.2	3.3	4.2		4.5	0.0	4.8
Services	3.9	5.8	5.4	6.4	5.5	7.0	3.0	3.1	4.8	3.8		4.7	5.0	4.5
Public Administration	4.3	4.9	6.1	4.8	5.5	5.7	3.7	2.6	1.8	3.0		1.6	-	3.5
Jurisdictions														
Newfoundland	4.1	5.7	7.0	6.3	5.7	6.0	1.9	-	3.6	2.3		-	2.5	5.0
Prince Edward Island	4.8	4.7	5.8	-	-	-	5.7	4.5	5.2	5.5		-	5.2	-
Nova Scotia	5.1	5.7	5.4	4.6	4.0	5.0	4.7	0.0	4.1	0.5		4.1	-	-
New Brunswick	4.1	4.7	6.2	9.4	4.9	5.4	2.3	-	-	2.5		-	-	-
Quebec	4.3	5.3	4.8	5.0	5.3	4.8	3.1	3.2	5.5	3.2		5.1	4.3	6.5
Ontario	5.3	6.5	6.5	6.6	5.5	6.4	5.1	5.3	5.2	5.8		5.3	5.1	4.5
Manitoba	3.6	4.3	5.1	5.8	4.3	6.4	3.5	0.6	3.1	2.4		3.2	4.5	3.1
Saskatchewan	2.6	2.9	3.9	-	4.5	-	4.6	5.1	2.2	4.4		2.2	-	-
Alberta	3.1	4.1	5.6	5.2	5.2	5.1	5.1	6.5	4.5	5.3		4.3	-	5.8
British Columbia	5.2	6.9	7.0	7.2	6.4	7.6	4.8	3.8	4.9	5.0		5.9	4.2	3.2
Multi-Province	5.3	7.3	6.4	7.0	5.5	-	5.3	7.3	0.0	5.4		-	0.0	-
Federal Jurisdiction	3.8	4.2	5.5	5.7	5.1	5.4	4.1	3.2	1.6	2.4		1.6	6.5	-
Public Sector	3.9	5.3	5.6	6.1	5.5	6.4	3.2	2.8	2.4	3.5		2.1	5.2	3.7
Private Sector	5.0	5.3	5.8	6.4	5.2	5.1	4.6	3.9	3.3	4.3		2.3	3.6	4.5

OTHER INDICATORS
(year-over-year percentage change)

	1988	1989	1990	1990				1991				Oct.	Nov.	Dec.
				3	4	1	2	3	4	1	2			
Union Wage Rate														
Average Weekly Earnings	4.2	5.5	5.6	5.5	5.5	5.5	5.4	5.4	5.3	5.4		5.3	5.3	5.1
All Industries	2.7	4.8	5.0	5.5	5.4	5.6	5.7	5.3				5.2	5.0	
Manufacturing	3.1	4.8	5.2	5.5	5.3	4.9	4.5	4.6				5.2	4.5	
Consumer Price Index	4.1	5.0	4.8	4.2	4.9	6.4	6.3	5.7	4.1	5.6		4.4	4.2	3.8

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Arbitration	July 89
•Montreal Urban Community	Quebec Police Assn.	4 514	Arbitration	December 90
•BC Health Labour Relations	BC Nurses & Hospital Empls. Union	41 000	Barg./Med.	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•Alberta Healthcare Assoc.	Canadian Health Care Guild	9 310	Mediation	March 91
•Canadian Broadcasting Corp.	CUPE, NABET and other unions	7 390	Bargaining	May 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	25 000	Bargaining	August 91
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	15 000	Bargaining	August 91
•Hamilton Civic & Other Hospitals	CUPE	17 000	Conciliation	September 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•Government of Ontario	Ont. Public Service Empls. Union	49 855	Bargaining	December 91
•C.N. & VIA Rail	CBRT and other unions	37 410	Bargaining	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers,	25 400	Bargaining	December 91
Private Sector				
•Ontario Construction	Various Unions	93 740	Bargaining	April 92
•B.C. Forestry Industry	IWA & CPU	28 830	Bargaining	June 91 & April 92
•CP Rail	Various Unions	18 755	Bargaining	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•Council of Marine Carriers (B.C.)	CBRT, SIU & CMSG	1 450	Bargaining	September 91
•National Sea Products, Nfld., N.S.	CAW	3 970	Bargaining	Oct. 91 & Dec. 91
•Quebec Telephone	CUPE	1 305	Bargaining	November 91
•Polysar Rubber Corp. & others	Energy & Chemical Workers Union	2 000	Bargaining	January 92
•Saskatchewan Wheat Pool	Grain Services Union	2 300	Bargaining	January 92
•Ontario Hydro	CUPE	17 850	Bargaining	March 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE & AUPE	33 285	March 92
•Health Labour Rel. Assn of B.C.	Health Sciences Assn of B.C.	4 500	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	April 92
•Govt. of Prince Edward Island	PEI Union of Public Sector Empls.	3 800	March 92
•Nova Scotia Construction	Various Unions	3 850	April 92
•Manitoba Construction	Various Unions	2 200	April 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

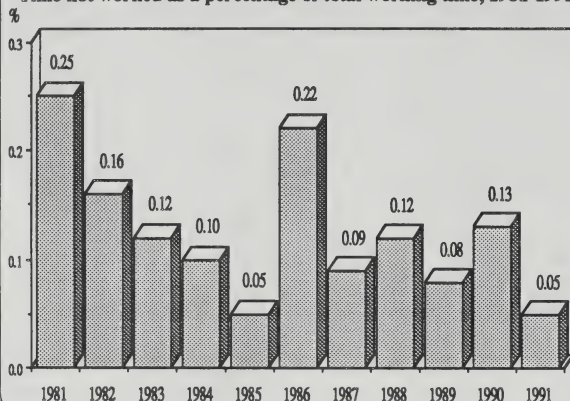
Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate. (This replaces the 5.0 per cent rate used prior to 1992.)

Union wage rates: In addition to data on new settlements, the BLI compiles information on wage adjustments effective in the reference period, for all employees under major collective bargaining agreements. The "union wage rate" monitors adjustments - increases, decreases and no changes - in base wage rates from all settlements in force - from those reached in the period, from agreements reached earlier with changes deferred to the period, and those resulting from COLA clauses.

MAJOR WORK STOPPAGES* - 1991**Chart A - MAJOR WORK STOPPAGES***

Time not worked as a percentage of total working time, 1981-1991



• Time not worked as a result of major work stoppages in Canada in 1991 amounted to 1,470,260 person-days, or 0.05 per cent of estimated total working time (5 days per 10,000 worked). These figures represent a significant decline from 1990, when 3,520,150 person-days were reported (0.13 per cent of working time). (See Chart A and Table A.)

• There were 34 work stoppages involving 213,095 workers in 1991, compared to 66 and 226,263 workers in 1990.

• The 1991 figures rank with those of 1985 as the lowest in the past twenty-five years.

• Eight bargaining situations (seven in the public sector) resulted in stoppages which accounted for more than 90 per cent of the total number of person-days not worked in 1991. (See Table B.)

• The dispute between the Government of Canada and approximately 100,000 PSAC and PIPS employees accounted for 735,000 of all person-days not worked - one-half of the 1991 total.

TABLE A - MAJOR WORK STOPPAGES - 1981-1991

YEAR	STOPPAGES	WORKERS	PERSON-DAYS	% OF TOTAL WORKING TIME
1981	100	240,972	6,169,670	0.25
1982	70	410,559	3,859,810	0.16
1983	61	279,826	2,882,110	0.12
1984	67	130,852	2,331,350	0.10
1985	56	98,252	1,348,760	0.05
1986	89	430,086	5,673,310	0.22
1987	64	531,470	2,408,490	0.09
1988	54	158,888	3,393,880	0.12
1989	67	394,351	2,177,040	0.08
1990	66	226,263	3,520,150	0.13
1991**	34	213,095	1,470,260	0.05

Table B - THE EIGHT LARGEST MAJOR WORK STOPPAGES - 1991

WORK STOPPAGE/ EMPLOYER	PROVINCE	UNION	PERSON-DAYS
Government of Canada	Canada-wide	PSAC & PIPS	735,000
Canada Post Corporation	Canada-wide	Canadian Union of Postal Workers	167,580
Manitoba Health Organizations	Manitoba	Manitoba Nurses' Union	141,210
Brunswick Mining & Smelting	New Brunswick	United Steelworkers	99,790
B.C. School Boards	British Columbia	B.C. Teachers' Federation	52,330
City of Montreal & Montreal Urban Community	Quebec	Canadian Union of Public Empls.	49,110
Toronto Transit Commission	Ontario	Amalgamated Transit Union	47,540
Saskatchewan Health Care Assn.	Saskatchewan	Saskatchewan Union of Nurses	44,790

* Data are based on work stoppages involving 500 or more employees.

** Preliminary.

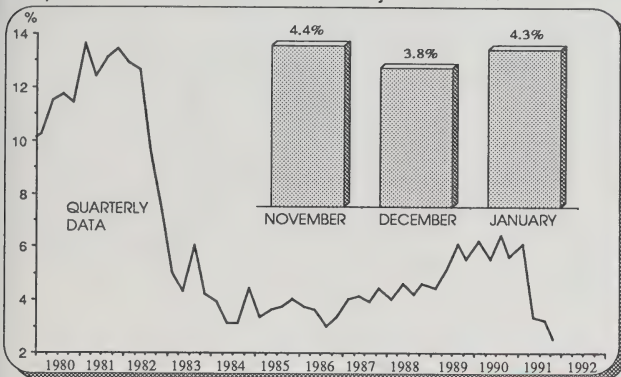


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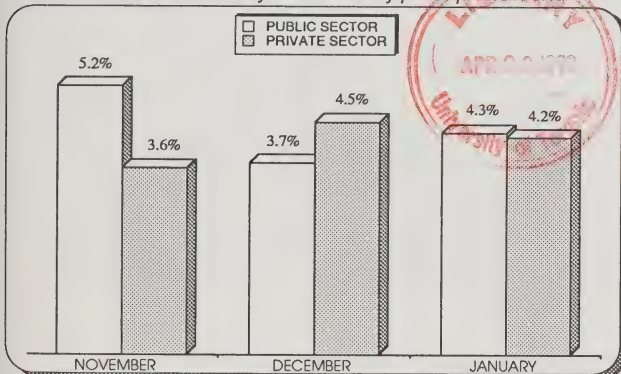
THE WAGE SETTLEMENTS BULLETIN

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Volume 3, Issue 3

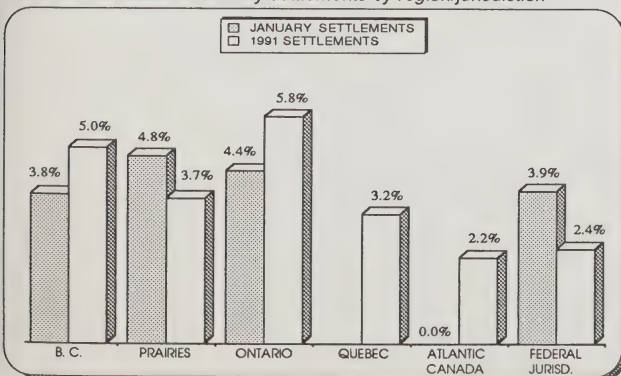
Perspective on base rate increases from major settlements



Base rate increases in January settlements by public/private sector



Base rate increases in January settlements by region/jurisdiction



JANUARY 1992

•The average annual increase in base rates arising from major wage settlements reached in **January** was **4.3 per cent**, up from 3.8 per cent in December, and slightly lower than 4.4 per cent in November. The January results, however, are based on a review of (only) 25 agreements covering 34,295 employees. In contrast, in 1991, there were on average 44 agreements covering 110,394 employees each month.

•When the parties to January's settlements last bargained - on average 2 1/2 years previously - the resulting wage increases averaged 5.5 per cent, compared to the 4.3 per cent in their 1992 settlements.

•Increases from **public sector** settlements in January averaged **4.3 per cent**. The largest public sector groups to settle in January were 6,895 teachers and 5,500 para-medical employees in Alberta, with increases averaging 4.9 per cent. Two settlements in Newfoundland, both under wage restraint legislation, resulted in a wage freeze for 1,175 employees. In total, there were 20 agreements covering 28,235 public sector employees in January.

•**Private sector** increases averaged **4.2 per cent** for 6,060 employees in 5 agreements. Wage adjustments ranged from a 10-month wage freeze for 600 Skeena Cellulose employees in British Columbia to 5.8 per cent for 2,000 plumbers and pipefitters in Alberta's construction industry.

•Wage settlements were highest in the Prairie provinces where 16,425 employees (48% of all employees in January settlements) received increases averaging 4.8 per cent. Wage increases in Ontario at 4.4% (7,354 empls.) were also above the national average. Increases in the federal jurisdiction at 3.9% (1,110 empls.) and British Columbia at 3.8% (8,231 empls.) were below the national average. Two settlements in Atlantic Canada, both in Newfoundland, resulted in a wage freeze. No settlements were reported in Quebec for the month of January.

Le Bulletin est également disponible en français.

Canada

•Over fifty-five per cent (18,955) of employees covered in January settlements received increases of between 5.0 and 5.9 per cent. Approximately thirty-three per cent (11,270) of employees received increases of between 3.0 and 4.9 per cent. Twelve per cent (4,070 empls.) received increases below 2.0 per cent, of which, 2,385 employees had their wages frozen for a 10-12 month period.

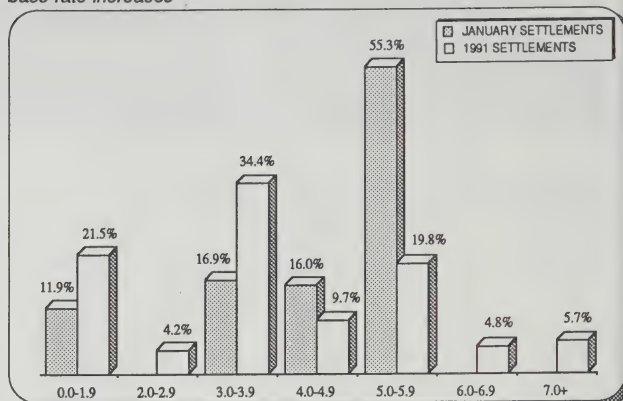
•In contrast, only twenty per cent of all employees in 1991 settlements received increases between 5.0 and 5.9 per cent, while forty-four per cent received increases between 3.0 and 4.9 per cent. For the twenty-one per cent of employees in 1991 settlements who received increases below 2.0 per cent, 8.6 per cent (113,872 empls.) had their wages frozen.

•Contracts in the Prairie provinces covering 16,425 employees accounted for almost one-half of employees in January's settlements, compared to a 11.6 per cent representation in all agreements in force. British Columbia accounted for 24.0 per cent (8,231) of all employees in the month's settlements, while having 6.3 per cent of employees in agreements in force. In Ontario, the 7,354 employees in January settlements represented 21.4 per cent of all employees in the month; Ontario's coverage of all agreements in force is 26.7 per cent. All other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

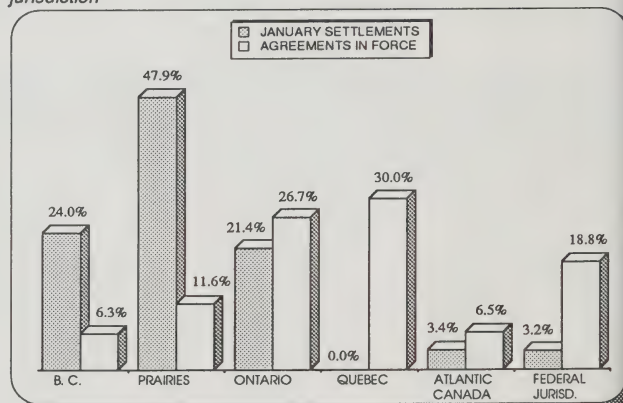
•Wage increases by industry were as follows:

Manufacturing	3.3%	1,800 empls.
Construction	5.8%	2,000 empls.
Transportation, Communication and other Utilities	4.5%	7,051 empls.
Trade & Finance	3.0%	1,150 empls.
Services	4.3%	19,184 empls.
Public Admin.	3.6%	3,110 empls.

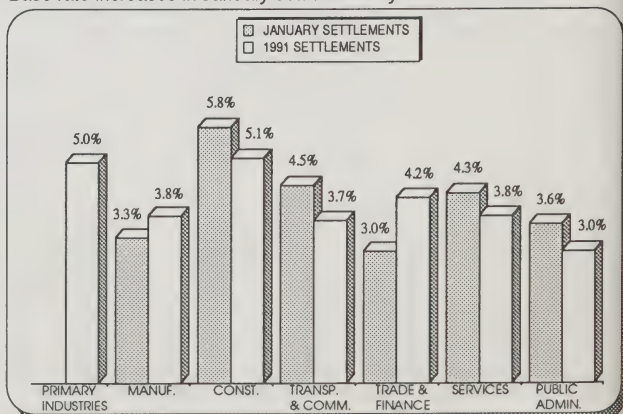
Percentage distribution of employees in January settlements by size of base rate increases



Percentage distribution of employees in January settlements by region/jurisdiction



Base rate increases in January settlements by sector



MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and employer	No. of empls.	Average annual percentage inc.*	First year increase	Duration (Month)	Expiry date
Manufacturing (2 agreements)	1 800	3.3	3.7	19.3	
Skeena Cellulose Inc. mill empls., Prince Rupert, B.C.	600	0.0	0.0	10	92-04-30
Du Pont Canada Inc. hourly empls., Kingston, Ont.	1 200	5.0	5.6	24	94-01-27
Construction (1 agreement)	2 000	5.8	6.0	24	
Alberta Const. Labour Rel. Assn. plumbers & pipefitters	2 000	5.8	6.0	24	93-04-30
Transportation, Communication and other Utilities (5 agreements)	7 051	4.5	4.7	24.4	
Newfoundland & Labrador Hydro operational empls.	625	0.0	0.0	12	93-03-31
Manitoba Hydro office, clerical & technical empls	880	3.0†	3.0	36	94-12-28
Saskatchewan Wheat Pool country services div. empls.	1 110	3.9†	3.2	24	94-01-31
B.C. Hydro and Power Authority operating empls.	1 936	5.5	6.0	24	93-03-31
B.C. Hydro and Power Authority office & tech. empls.	2 500	5.5	6.0	24	93-03-31
Trade and Finance (1 agreement)	1 150	3.0	3.0	36	
Manitoba Public Insurance Corp. office, technical and insurance empls.	1 150	3.0†	3.0	36	94-09-30
Community, Business & Personal Services (12 agts.)	19 184	4.3	4.8	20.9	
Waterford Hospital non-medical empls., St. John's, Nfld.	550	0.0	0.0	12	93-03-31
Board of School Trustees District #36 teachers, B.C.	1 685	1.3	1.3	06	92-06-30
McMaster University teaching assistants, Hamilton, Ont.	1 200	3.0	3.4	24	93-08-31
Board of School Trust. District # 7 building maint., Alta.	750	3.8	4.0	24	93-12-31
Ryerson Polytechnical Inst. teachers, Toronto, Ont.	580	4.0	4.0	12	92-06-31
Alberta Healthcare Assn. para-medical technical empls.	4 000	4.7	5.0	24	93-03-31
Hamilton-Wentworth R.C.S.S.B. teachers, Ont.	509	5.0	5.5	24	93-08-31
Hamilton Board of Education teachers, Ont.	1 705	5.0	5.5	24	93-08-31
Board of School Trustees District # 19 teachers, Alta.	5 365	5.0	6.1	24	93-08-31
Northumberland & Newcastle Brd. Educ. teachers, Ont.	560	5.1	5.1	12	92-08-31
Bow Valley School Authorities Assn. teachers, Alta.	780	5.2	5.2	12	92-08-31
Alberta Healthcare Assn. para-medical prof. empls.	1 500	5.3	6.0	24	93-03-31
Public Administration (4 agreements)	3 110	3.6	3.7	22.6	
B.C. Building Corp. office, service & technical empls.	610	0.0	0.0	12	92-10-31
City of Windsor office and clerical empls., Ont.	700	3.0†	2.7	24	93-12-31
Regional Municipality of Niagara inside & outside empls.	900	4.5	5.1	24	93-06-30
District of Surrey inside & outside empls., B.C.	900	5.7	5.5	36	93-12-31
Agreements with COLA (4 agreements)	3 840	3.3	3.0	30.3	
Agreements without COLA (21 agreements)	30 455	4.4	4.8	21.6	
All agreements (25 agreements)	34 295	4.3	4.6	22.6	

* Wage increases for agreements with a duration of less than 12 months are not annualized.

† Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1989	1990	1991	1990	1991				May-Jul	Aug-Oct	Nov-Jan	1991		1992
				4	1	2	3	4				Nov.	Dec.	Jan.
All Industries/Jurisdictions														
Average Annual Increase	5.3	5.7	3.6	5.3	6.1	3.3	3.2	2.5	3.1	2.8	4.2	4.4	3.8	4.3
Non-COLA	5.3	6.1	3.4	5.5	6.5	3.2	2.8	2.2	3.0	2.3	4.5	4.4	5.2	4.4
COLA	5.3	5.1	4.7	5.1	5.1	4.7	4.5	4.1	4.4	4.9	3.2	4.6	3.0	3.3
First Year Increase	5.6	5.9	3.6	6.2	6.7	3.3	3.4	1.7	3.1	2.4	4.4	4.6	3.9	4.6
Non-COLA	5.7	6.3	3.4	5.5	7.3	3.2	3.0	1.3	3.0	1.6	4.9	4.7	5.4	4.8
COLA	5.2	5.3	5.0	7.0	5.1	5.3	5.1	4.3	4.9	5.5	3.2	4.4	3.0	3.0
Industries														
Primary Industries	4.6	5.4	5.1	5.6	5.0	5.2	4.0	6.0	5.0	4.5	6.0	6.0	-	-
Manufacturing	5.5	5.2	3.8	5.1	4.7	4.8	2.4	3.7	4.1	1.5	3.4	3.3	4.2	3.3
Construction	6.1	6.1	5.1	5.6	4.5	4.4	5.3	5.8	4.5	5.4	5.8	-	5.8	5.8
Transp. & Communication	4.5	5.7	3.7	5.2	5.3	3.8	3.0	2.2	2.6	3.3	4.5	4.8	-	4.5
Trade-Finance	4.7	6.4	4.2	6.1	5.4	4.5	2.2	3.3	3.2	4.9	2.7	0.0	4.8	3.0
Services	5.8	5.4	3.8	5.5	7.0	3.0	3.1	4.7	3.0	4.8	4.5	5.0	4.2	4.3
Public Administration	4.9	6.1	3.0	5.5	5.7	3.7	2.7	1.8	3.1	1.9	3.5	-	3.5	3.6
Jurisdictions														
Newfoundland	5.7	7.0	2.3	5.7	6.0	1.9	-	3.6	5.6	-	3.1	2.5	5.0	0.0
Prince Edward Island	4.7	5.8	5.5	-	-	5.7	4.5	5.2	0.0	4.1	-	5.2	-	-
Nova Scotia	5.7	5.4	0.5	4.0	5.0	4.7	0.0	4.1	2.3	-	-	-	-	-
New Brunswick	4.7	6.2	2.5	4.9	5.4	2.3	-	-	3.1	5.2	5.6	4.3	6.5	-
Quebec	5.3	4.8	3.2	5.3	4.8	3.1	3.2	5.5	5.0	5.4	4.8	5.1	4.5	4.4
Ontario	6.5	6.5	5.8	5.5	6.4	5.1	5.3	5.2	0.6	4.5	3.1	4.6	3.1	3.0
Manitoba	4.3	5.1	2.4	4.3	6.4	3.4	0.6	3.1	2.3	4.5	3.4	-	-	-
Saskatchewan	2.9	3.9	4.4	4.5	-	4.6	5.1	2.2	4.5	5.9	5.1	-	5.8	5.0
Alberta	4.1	5.6	5.3	5.2	5.1	5.1	6.5	4.5	5.1	4.0	3.9	4.2	3.2	3.8
British Columbia	6.9	7.0	5.0	6.4	7.6	4.8	3.8	4.9	4.7	6.9	0.0	0.0	-	-
Multi-Province	7.3	6.4	5.0	5.5	-	5.4	7.3	0.0	6.7	6.9	0.0	6.6	-	3.9
Federal Jurisdiction	4.2	5.5	2.4	5.1	5.4	4.1	3.2	1.6	3.8	1.8	5.5	-	-	-
Public Sector	5.3	5.6	3.5	5.5	6.4	3.2	2.8	2.4	3.0	2.5	4.3	5.2	3.7	4.3
Private Sector	5.3	5.8	4.3	5.2	5.1	4.6	3.8	3.3	4.0	3.9	3.9	3.6	4.5	4.2

OTHER INDICATORS (year-over-year percentage change)

	1989	1990	1991	1990	1991				May-Jul	Aug-Oct	Nov-Jan	1991		1992
				4	1	2	3	4				Nov.	Dec.	Jan.
Union Wage Rate														
Average Weekly Earnings	5.5	5.4	5.4	5.5	5.5	5.4	5.4	5.2	5.5	5.5	4.8	5.3	5.1	3.9
All Industries	4.8	5.0	4.7	5.4	5.6	5.7	5.3	5.1	-	-	-	5.0	5.2	-
Manufacturing	4.8	5.2	4.8	5.3	4.9	4.5	4.6	5.1	-	-	-	4.8	5.4	-
Consumer Price Index	5.0	4.8	5.6	4.9	6.4	6.3	5.7	4.1	6.0	5.2	3.3	4.2	3.8	1.6

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Arbitration	July 89
•Montreal Urban Community	Quebec Police Assn.	4 514	Arbitration	December 90
•BC Health Labour Relations	BC Nurses & Hospital Empls. Union	41 000	Barg./Med.	March-April 91
•Greater Vancouver Reg. Dist.	CUPE and others	6 500	Bargaining	December 90
•Alberta Healthcare Assoc.	Canadian Health Care Guild	5 760	Mediation	March 91
•Canadian Broadcasting Corp.	NABET and other unions	2 150	Barg./Conc.	May 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	23 500	Barg./Med.	August 91
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	7 775	Mediation	August 91
•Hamilton Civic & Other Hospitals	CUPE	17 000	Conciliation	September 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•C.N. & VIA Rail	CBRT and other unions	37 000	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	5 445	Bargaining	December 91
Private Sector				
•Ontario Construction	Various Unions	78 740	Bargaining	April 92
•B.C. Forestry Industry	IWA & CPU	24 000	Bargaining	June 91 & April 92
•CP Rail	Various Unions	18 755	Barg./Conc.	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Alcan Smelters Inc. (Que.)	Fedn. of Aluminum, & Metal Trades	5 460	Bargaining	March 91
•Council of Marine Carriers (B.C.)	CBRT & SIU	650	Bargaining	September 91
•National Sea Products, Nfld.	CAW	1 595	Bargaining	October 91
•Quebec Telephone	CUPE	1 305	Bargaining	November 91
•Polysar Rubber Corp. & others	Energy & Chemical Workers Union	2 000	Bargaining	January 92
•Ontario Hydro	CUPE	17 850	Tent. Agt.	March 92
•B.C. Telephone	Telecommunications Workers Union	11 074	Bargaining	December 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE & AUPE	33 285	March 92
•Health Labour Rel. Assn. of B.C.	Health Sciences Assn. of B.C.	4 500	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	April 92
•Govt. of Prince Edward Island	PEI Union of Public Sector Empls.	3 800	March 92
•Nova Scotia Construction	Various Unions	3 850	April 92
•Manitoba Construction	Various Unions	2 200	April 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertains to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate. (This replaces the 5.0 per cent rate used prior to 1992.)

Union wage rates: In addition to data on new settlements, the BLI compiles information on wage adjustments effective in the reference period, for all employees under major collective bargaining agreements. The "union wage rate" monitors adjustments - increases, decreases and no changes - in base wage rates from all settlements in force - from those reached in the period, from agreements reached earlier with changes deferred to the period, and those resulting from COLA clauses.

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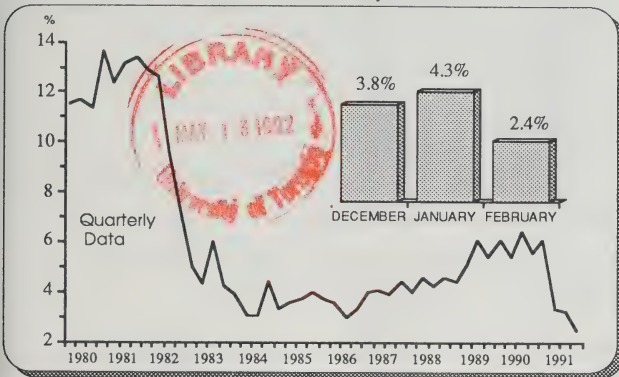
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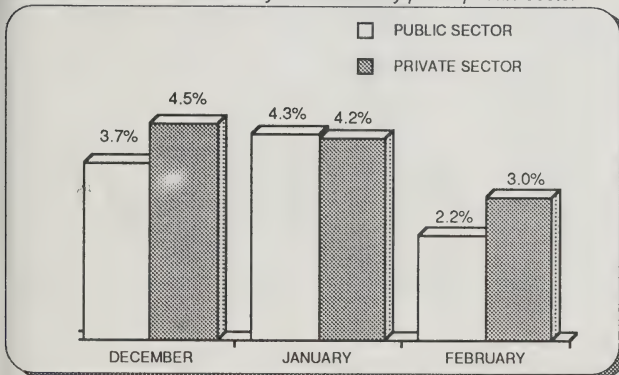
THE WAGE SETTLEMENTS BULLETIN

April 1992
Volume 3, Issue 4

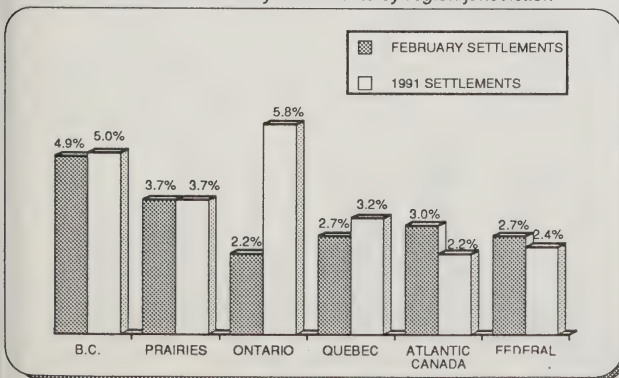
Perspective on base rate increases from major settlements



Base rate increases in February settlements by public/private sector



Base rate increases in February settlements by region/jurisdiction



FEBRUARY 1992

•The average annual increase in base rates arising from major wage settlements reached in **February** was **2.4** per cent, down from 4.3 per cent in January, and 3.8 per cent in December 1991.

•The February figure of 2.4% is based on a coverage of 88,933 employees in 30 settlements, a much closer to typical monthly coverage than in the preceding 2 months; in January 1992 for example, there were only 34,295 employees in 25 settlements. (The average monthly coverage in 1991 was 44 settlements and 110,394 employees.)

•When the parties to February's settlements last bargained - on average 1 1/2 years previously - the resulting wage increases averaged 5.8 per cent, compared to the 2.4 per cent in their current settlements.

•In the **public sector**, 22 agreements provided 67,458 employees with wage increases averaging **2.2%**. Ontario provincial government settlements, with increases averaging 1.8%, accounted for nearly eighty per cent of the total number of employees covered in February's public sector settlements.

•**Private sector** increases averaged **3.0%** for 21,475 employees in 8 agreements. Approximately 15,000 electricians with the Ontario Electrical Trade Bargaining Agency received wage increases averaging 3.4%. Other private sector wage adjustments ranged from a 12-month wage freeze for 800 licensed employees with the Council of Marine Carriers in British Columbia to 5.0% for 500 service and maintenance employees with Felec Services Inc. in Northern Canada. (These two settlements are in the Federal jurisdiction.)

•In February, one-half of all the settlements, covering eighty per cent of all employees, were in Ontario. Wage adjustments were lowest in this province, with 71,516 employees receiving increases averaging 2.2%. Wage increases in all other jurisdictions were above the national average; with increases in Quebec and the Federal jurisdiction averaging 2.7%, Newfoundland 3.0%, and Alberta 3.7%. The largest increase was in British Columbia at 4.9%.

•Approximately fifty-seven per cent (54,455) of employees covered in February's settlements received increases of between 0.0 and 1.9 per cent, of which less than 1.0 per cent had their wages frozen. In contrast, only twenty-one and a one-half per cent of all employees in 1991 settlements received increases between 0.0 and 1.9 per cent.

•Thirty-seven and a one-half per cent (33,325) of employees in February's settlements received increases of between 2.0 and 3.9 per cent, while approximately thirty-eight per cent received increases between 2.0 and 3.9 per cent in 1991's settlements.

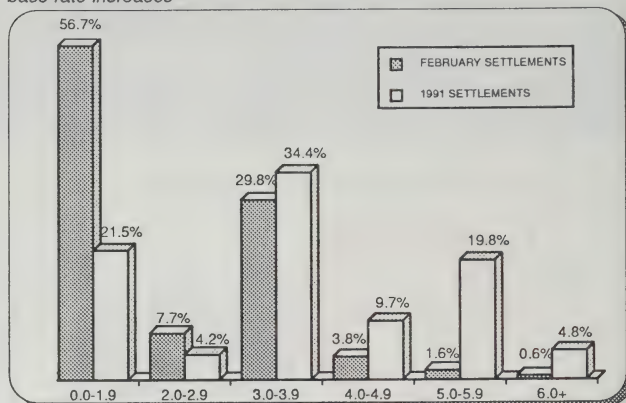
•In February six per cent of employees (5,223) received increases above 4.0 per cent, of which 0.6 per cent (500 employees) received wage increases above 6.0 per cent. Over thirty-four per cent of employees in 1991's settlements received increases above 4.0 per cent.

•Contracts in Ontario covering 71,516 employees accounted for over 80 per cent of employees in February's settlements, compared to a 26.7 per cent representation in all agreements in force. All other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

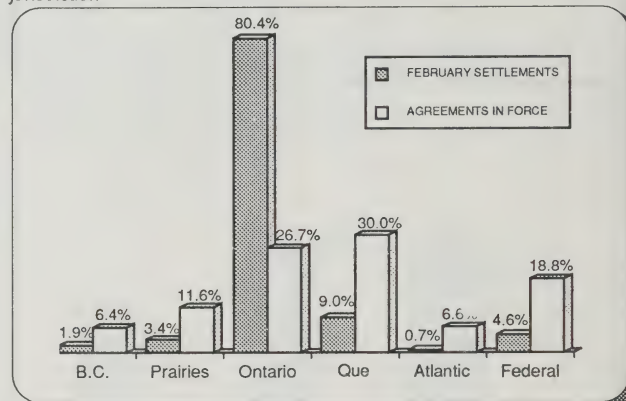
•Wage increases by industry were as follows:

Manufacturing	2.6%	1,800 empls.
Construction	3.4%	15,000 empls.
Transp., Comm., and other Utilities	2.4%	4,000 empls.
Trade & Finance	1.4%	3,000 empls.
Services	3.2%	13,100 empls.
Public Admin.	2.0%	52,100 empls.

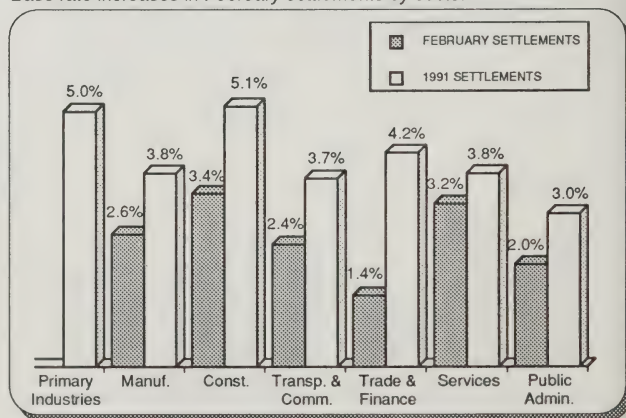
Percentage distribution of employees in February settlements by size of base rate increases



Percentage distribution of employees in February settlements by region/jurisdiction



Base rate increases in February settlements by sector



MAJOR SETTLEMENTS REACHED IN FEBRUARY

Industry and employer	No. of empls.	Average annual percentage inc.*	First year increase	Duration (Month)	Expiry date
Manufacturing (3 agreements)	1 795	2.6	2.3	36.0	
CP Forest Products Ltd., maint. empls., Burlington, Ont.	680	2.3	1.5	36	94-05-31
Crown, Cork & Seal, hourly empls., multi-provincial	615	2.6	2.7	36	95-02-16
Royal Canadian Mint, office&prod. empls., Ottawa, Ont.	500	3.0	3.0	36	93-12-31
Construction (1 agreement)	15 000	3.4	3.4	36	
Electrical Trade Bargaining Agency, electricians, Ont.	15 000	3.4	3.4	36	95-04-30
Transportation, Communication and other Utilities (4 agreements)	4 005	2.4	2.6	14.8	
Council of Marine Carriers, licensed empls. B.C.	800	0.0	0.0	12	92-09-30
Union Gas Ltd., hourly employees, Ont.	930	3.0	3.0	24	93-12-31
CBC, production empls., (english serv.) Canada-wide	400	3.0	3.0	12	94-05-03
CBC, office & prof. empls., (english serv.) Canada-wide	1 445	3.0	3.0	12	92-05-03
Trade and Finance (2 agreements)	2 950	1.4	0.7	30.7	
Assoc. de l'ind. du verre plat & fenestrage, glaziers, Que.	2 300	1.0	1.0	36	95-01-31
Eaton T. Co. Ltd., retail employees, Victoria, B.C.	650	3.0	3.0	12	93-01-27
Community, Business & Personal Services (12 agts.)	13 098	3.2	3.7	23.5	
Felco Services Inc., service & maint. empls., North. Can.	500	5.0	5.0	24	93-10-31
Ottawa Board of Education, maint. empls., Ont.	800	4.3	5.5	24	93-03-31
Waterloo Board of Education, support empls., Ont.	500	4.8	4.8	12	92-12-31
Northumberland & Newcastle Bd. of Ed., teachers, Ont.	881	5.1	5.1	12	92-08-31
Brd. Sch. Trustees Dist.19, maint. empls., Calgary, Alta.	820	3.0	3.0	24	93-12-31
Edmonton R.C. Sep. Sch. Bd. Dist. 7 teachers, Alta.	1 500	4.8	5.6	24	93-08-31
Burnaby Brd. Sch. Trustees, office empls., B.C.	500	7.8	8.1	24	93-12-31
Kettle Valley Brd. Sch. Trustees, ins. & outs. empls., B.C.	542	4.5	7.6	36	94-06-30
Government of Newfoundland, instructors, Nfld.	640	3.0	6.1	24	92-08-31
Southern Alberta Inst. of Tech., admin. empls., Alta.	700	2.2	4.5	24	93-06-30
University of Sherbrooke, support staff, Que.	590	3.2	5.0	30	92-11-30
Government of Ontario, institutional-care empls., Ont.	5 125	1.6	1.1	24	93-12-31
Public Administration (8 agreements)	52 085	2.0	1.6	24.0	
Government of Ontario, office & clerical empls.	16 010	1.9	1.2	24	93-12-31
Government of Ontario, maintenance employees	4 825	2.0	1.3	24	93-12-31
Government of Ontario, technical employees	5 395	1.9	1.3	24	93-12-31
Government of Ontario, general services empls.	3 360	1.9	1.3	24	93-12-31
Government of Ontario, admin. services empls.	8 415	1.7	1.2	24	93-12-31
Government of Ontario, scientific & prof. group	5 260	1.6	1.1	24	93-12-31
Government of Ontario, correctional services empls.	3 728	1.5	1.0	24	93-12-31
Ville de Montreal, outside workers	5 100	3.5	5.0	24	92-12-31
Agreements with COLA (11 agreements)	54 245	1.8	1.3	24.2	
Agreements without COLA (19 agreements)	34 688	3.3	3.7	28.8	
All agreements (30 agreements)	88 933	2.4	2.2	26.0	

* Wage increases for agreements with a duration of less than 12 months are not annualized.

† Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

All Industries/Jurisdictions
Average Annual Increase
Non-COLA
COLA

First Year Increase
Non-COLA
COLA

Industries
Primary Industries
Manufacturing
Construction
Transp. & Communication
Trade-Finance
Services
Public Administration

Jurisdictions
Newfoundland
Prince Edward Island
Nova Scotia
New Brunswick
Quebec
Ontario
Manitoba
Saskatchewan
Alberta
British Columbia
Multi-Province
Federal Jurisdiction

Public Sector
Private Sector

OTHER INDICATORS

(year-over-year percentage change)

Union Wage Rate Index
Average Weekly Earnings
All Industries
Manufacturing
Consumer Price Index

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Arbitration	July 89
•Montreal Urban Community	Quebec Police Assn.	4 514	Arbitration	December 90
•BC Health Labour Relations	BC Nurses & Hospital Empls. Union	41 000	Mediation	March-April 91
•Greater Vancouver Reg. Dist.	CUPE, VMREU	6 500	Tent. Agt.	December 90
•Canadian Broadcasting Corp.	NABET and other unions	2 150	Barg./Conc.	May 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	23 500	Barg./Med.	August 91
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	7 775	Mediation	August 91
•Hamilton Civic & Other Hospitals	CUPE	17 000	Conciliation	September 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•C.N.	various unions	25 000	Barg./Conc.	December 91
•VIA Rail	various unions	4 600	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers,	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	5 445	Bargaining	December 91
Private Sector				
•Ontario Construction	Various Unions	78 740	Bargaining	April 92
•B.C. Forestry Industry	IWA & CPU	24 000	Bargaining	June 91 & April 92
•CP Rail	Various Unions	18 755	Tent. Agt.	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Alcan Smelters Inc. (Que.)	Federation of Aluminum & Metal Trades	5 460	Tent. Agt.	March 91
•Council of Marine Carriers (B.C.)	CBRT & SIU	650	Bargaining	September 91
•National Sea Products, Nfld.	CAW	1 595	Bargaining	October 91
•Quebec Telephone	CUPE	1 305	Tent. Agt.	November 91
•Polysar Rubber Corp. & others	Energy & Chemical Workers Union	2 000	Bargaining	January 92
•B.C. Telephone	Telecommunications Workers Union	11 074	Bargaining	December 91

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE & AUPE	33 285	March 92
•Health Labour Rel. Assn. of B.C.	Health Sciences Assn of B.C.	4 500	March 92
•Govt. of Prince Edward Island	PEI Union of Public Sector Empls.	3 800	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	April 92
•Nova Scotia Construction	Various Unions	3 850	April 92
•Manitoba Construction	Various Unions	2 200	April 92
•Bell Canada	Canadian Telephone Empls' Ass'n	19 200	May 92
•B.C. Hotel Ind. Rel. Ass'n	Hotel & Rest. Empls. Int. Union	10 000	May 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

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Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate. (This replaces the 5.0 per cent rate used prior to 1992.)

Union wage rates: In addition to data on new settlements, the BLI compiles information on wage adjustments effective in the reference period, for all employees under major collective bargaining agreements. The "union wage rate" monitors adjustments - increases, decreases and no changes - in base wage rates from all settlements in force - from those reached in the period, from agreements reached earlier with changes deferred to the period, and those resulting from COLA clauses.

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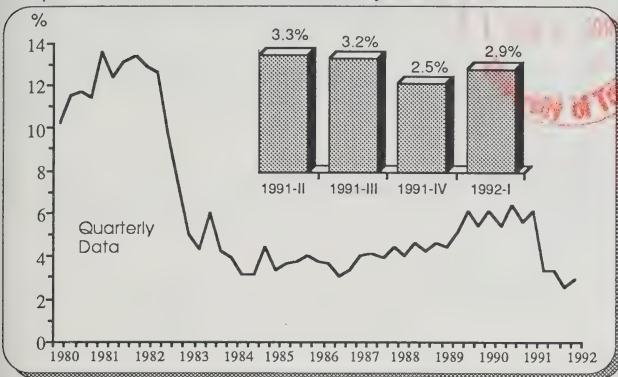
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THE WAGE SETTLEMENTS BULLETIN

May 1992
Volume 3, Issue 5

FIRST QUARTER 1992

Perspective on base rate increases from major settlements

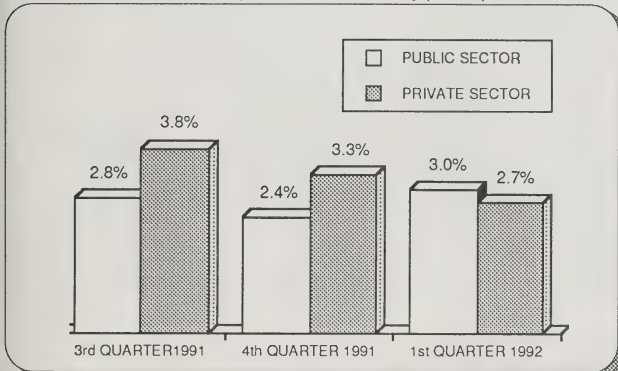


• Major collective bargaining settlements reached in the **first quarter of 1992** provided wage increases averaging **2.9 per cent** over the contract terms, a modest increase from the historical low of 2.5 per cent recorded in the preceding quarter.

• The first quarter results are based on a review of the 84 settlements concluded in that period, and cover 176,093 employees. When the parties to these contracts last bargained - on average slightly under 2 years previously - the resulting increases averaged 5.7 per cent.

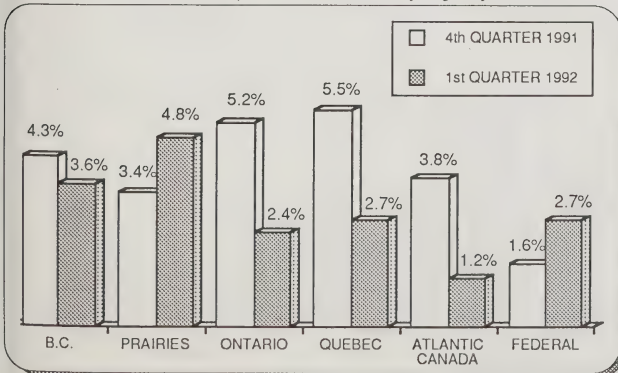
• **Private sector** increases averaged **2.7 per cent**, down from 3.3 per cent in the previous quarter, and continuing a steady decline from a peak of 6.4 per cent in the third quarter of 1990. There were 29 private sector agreements covering 60,776 employees in the first quarter of 1992. Among the larger private sector groups to settle in the first quarter were 15,000 Ontario electricians whose increases averaged 3.4 per cent.

Base rate increases in first quarter settlements by public/private sector



• **Public sector** settlements at **3.0 per cent** in the first quarter of the year were above their historical low of 2.4 per cent in the fourth quarter of 1991. The 55 public sector agreements reached in the first quarter covered 115,317 employees. Wage adjustments ranged from wage freezes for 2,675 public sector employees under restraint programs in Newfoundland and Prince Edward Island, to 7.8 per cent for 500 office employees in British Columbia's education sector. Ontario public sector settlements with 61,245 employees averaged 2.2 per cent. The majority of these (52,110) were public sector employees whose increases averaged 1.8 per cent.

Base rate increases in first quarter settlements by region/jurisdiction



• Close to sixty per cent (103,220) of employees in the quarter's total settlements were in Ontario, with an average increase of 2.4 per cent, the lowest quarterly Ontario figure on record. In addition to the Ontario settlements mentioned above, Ontario Hydro reached an agreement with 19,000 employees for increases averaging 2.0 per cent. First quarter increases were lowest in Atlantic Canada at 1.2 per cent (5,690 employees), and highest in the Prairie provinces at 4.8 per cent (27,955 employees). Increases in Quebec (9,206 employees) and in the Federal jurisdiction (14,579 employees) each averaged 2.7 per cent, while in British Columbia the average was 3.6 per cent (15,443 employees).

MARCH 1992

• Wage increases from major collective bargaining settlements reached in **March** averaged **2.7** per cent, compared to 2.5 per cent in February, and 4.3 per cent in January.

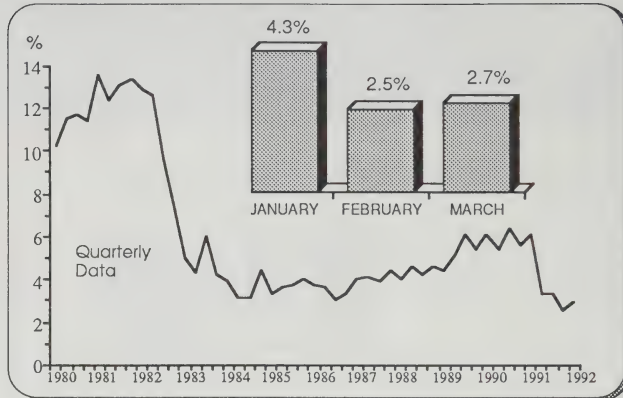
• The March results are based on a review of the 27 agreements reached in the month, and cover 50,965 employees. (In 1991, there were on average 44 agreements covering 110,875 employees each month.) When the parties to these March contracts last bargained - on average slightly more than 2 years previously - the resulting increases averaged 5.7 per cent.

• In the **public sector**, increases averaged **3.8** per cent for 19,124 employees in 12 March settlements. This is up from February's figure of 2.3 per cent but a decline from January's 4.3 per cent. Public sector wage adjustments in March settlements ranged from a wage freeze for 1,500 primary school teachers with the Government of PEI, to 6.1 per cent for 520 librarians with the Vancouver Public Library. Other settlements in March included those covering 5,760 employees of the Alberta Healthcare Association, with an average annual increase of 6.0 per cent, and 2 settlements between the University of B.C. and 3,150 employees, providing increases of 2.8-2.9 per cent.

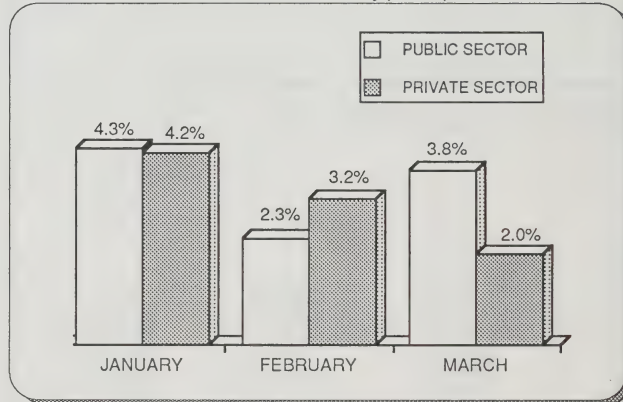
• **Private sector** increases averaged **2.0** per cent in 15 March settlements covering 31,841 employees. The March private sector figure is down from the 3.2 per cent recorded in February, and equal to the previous historically low private sector figure recorded in September 1991. Private sector wage adjustments in March ranged from a 6.0 per cent wage reduction for 550 drivers with Highland Transport Co., to 4.9 per cent for 1,050 production employees with the Ford Electronics Manufacturing Company in Toronto. All other private sector settlements in March were below 4.0 per cent.

• Wage increases in March were highest in the Prairie provinces at 5.2 per cent (8,510 employees). In British Columbia the average was 3.0 per cent (5,520 employees), in Quebec the average was 2.7 per cent (1,216 employees), in Ontario 2.3 per cent (24,350 employees), and in Atlantic Canada 1.2 per cent (3,875 employees). Increases in the Federal jurisdiction averaged 1.9 per cent (7,494 employees).

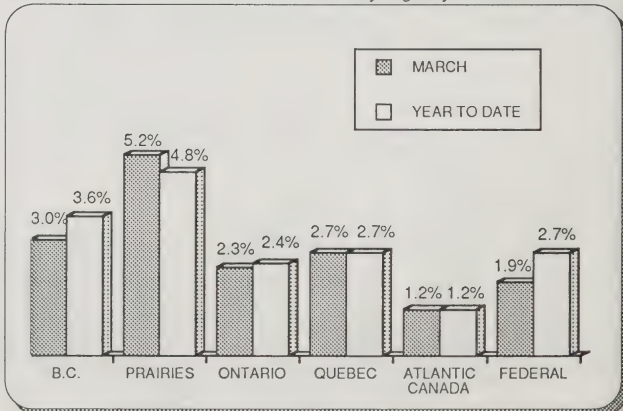
Base rate increases from major settlements



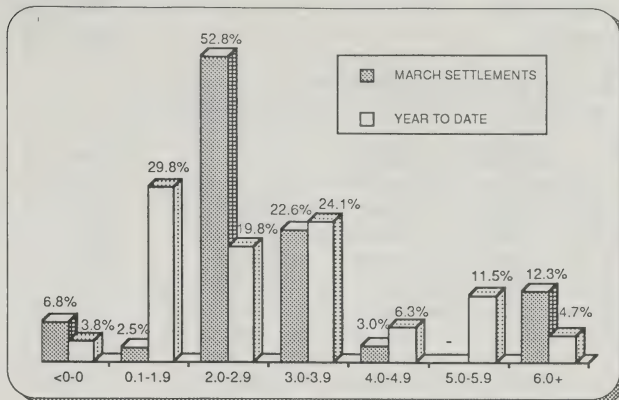
Base rate increases in March settlements by public/private sector



Base rate increases in March settlements by region/jurisdiction

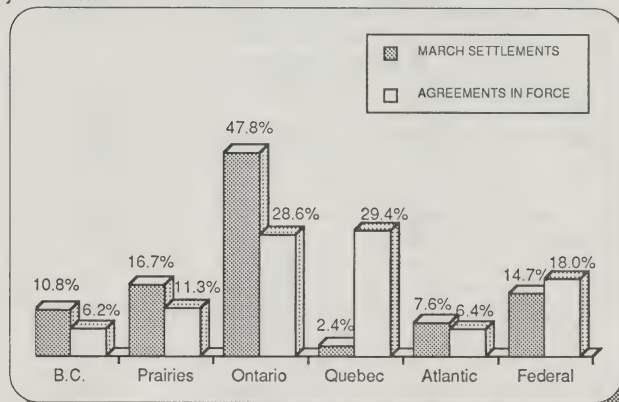


Percentage distribution of employees in March settlements by size of base rate increases



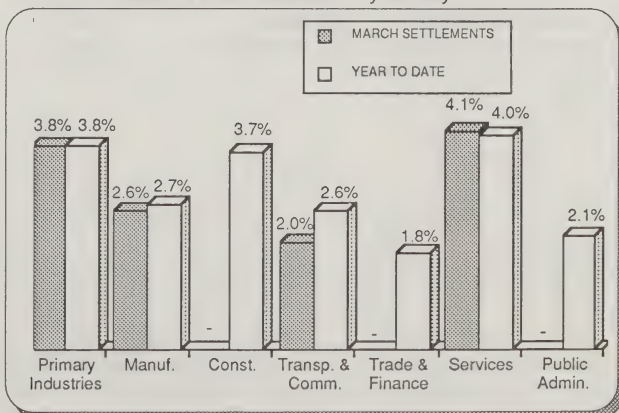
• Approximately fifty-three per cent (26,925) of employees in March settlements received increases averaging from 2.0 per cent to 2.9 per cent. Wages were frozen for 2,900 employees (close to 7 per cent of employees in March settlements) while for 550 employees there was a wage cut of 6.0 per cent. Close to 38 per cent (19,340 employees) received wage gains of 3.0 per cent and over, 12 per cent of whom had increases of 6.0 per cent or more.

Percentage distribution of employees in March settlements by region/ jurisdiction



• Settlements in Ontario covering 24,350 employees accounted for 47.8 per cent of employees in March settlements, compared to a 28.6 per cent coverage in all agreements in force. In the Prairie provinces, with 11.3 per cent of employees in all agreements in force, the employee coverage of 8,510 represented 16.7 per cent of employees in March settlements. In British Columbia, with a 6.2 per cent representation in all agreements in force, employee coverage was 10.8 per cent (5,520). The Atlantic provinces accounted for 7.6 per cent of employees with settlements in March, compared to a 6.4 per cent coverage in all agreements in force. The Quebec and Federal jurisdictions were under-represented in March settlements when compared to the universe of agreements in force.

Base rate increases in March settlements by industry



• Wage increases by industry were as follows:

Primary Industries	3.8%	750 empls.
Manufacturing	2.6%	9,391 empls.
Construction	-	-
Trans. & Comm.	2.0%	26,494 empls.
Trade & Finance	-	-
Services	4.1%	14,330 empls.
Public Admin.	-	-

MAJOR SETTLEMENTS REACHED IN MARCH

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries (1 agreement)	750	3.8	4.0	36.0	
International Mineral & Chemical, miners, Saskatchewan	750	3.8	4.0	36	93-12-30
Manufacturing (10 agreements)	9 391	2.6	1.7	32.0	
Dominion Textile Inc., production empls., Sherbrooke	700	2.0	2.0	12	93-02-15
Weldwood Canada Ltd., plant empls., Williams Lake	550	1.5	0.0	36	94-06-30
TRW Canada, plant & maint. empls., St. Catharines	600	2.1 [†]	2.1	24	94-04-30
Marine Industries, plant & maint. empls., Que.	516	3.7	0.9	36	94-04-30
Ford Electronics Mfg. Corp., prod. empls., Toronto	1 050	4.9	5.1	36	95-01-13
General Electric Canada, plant & maint. empls., Ont.	1 100	3.0 [†]	2.1	36	94-12-23
General Electric Canada, hourly empls., Ont.	700	3.1 [†]	2.1	36	94-12-23
Polysar Ltd., plant & maintenance empls., Sarnia	1 100	2.5	3.0	24	94-01-31
Northwood Pulp & Timber, saw-mill empls., B.C.	700	1.6	0.0	36	94-06-30
Nat'l Sea Products, plant employees, Louisbourg, N.S.	2 375	2.0 [†]	0.0	36	92-03-08
Transportation & Communication (7 agreements)	26 494	2.0	1.2	22.3	
Motor Transport Ind. Rel. Bur., drivers, multi-prov.	1 400	0.0	0.0	12	93-01-31
Via Rail Canada Inc., yardmen, system-wide	750	3.0	3.0	24	93-12-31
Highland Transport Co., drivers, multi-prov.	550	-6.0	-6.0	12	92-12-31
CBC, production employees, Que. & N.B.	775	3.0	3.0	12	92-05-03
CBC, technical employees, Que.	985	3.0	3.0	12	92-05-06
Alberta Gov't Telephones, craft & service empls.	3 034	3.2	3.0	24	93-03-31
Ontario Hydro, office, trade & technical empls.	19 000	2.0 [†]	1.0	24	94-03-31
Community, Business & Personal Services (9 agts.)	14 330	4.1	4.4	25.8	
Government of PEI, teachers	1 500	0.0	0.0	24	93-06-30
Calgary Board of Education, office employees	1 500	3.0	3.0	24	93-12-31
Lethbridge School Dist. # 51, teachers	500	4.9	5.5	24	93-08-31
B.C. Institute of Technology, post-second. teachers	600	3.5	4.5	24	93-05-31
Carleton University, teaching assistants, Ottawa	800	3.2 [†]	5.0	24	93-08-31
University of B.C., service & maintenance empls.	1 700	2.8	3.4	36	94-04-01
University of B.C., office & clerical employees	1 450	2.9	3.9	36	94-04-01
Vancouver Public Library, librarians, clerical empls.	520	6.1	5.5	36	93-12-31
Alberta Healthcare Assn., nursing assistants	5 760	6.0	6.1	24	93-03-31
Agreements with COLA (6 agreements)	24 575	2.1	1.1	26.0	
Agreements without COLA (21 agreements)	26 390	3.2	3.3	24.6	
All agreements (27 agreements)	50 965	2.7	2.2	25.3	

[†] Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS*
(effective average annual percentage increases in base rates)

	1991				1992		
	1	2	3	4	1	Jan	Feb
All Industries/Jurisdictions							
Average Annual Increase	5.3	5.7	3.6		2.9	4.3	2.5
Non-COLA	5.3	6.1	3.4		3.7	4.4	3.5
COLA	5.3	5.1	4.7		2.0	3.2	1.8
First Year Increase							
Non-COLA	5.6	5.9	3.6	1.8	2.7	4.6	2.3
COLA	5.7	6.3	3.4	1.3	4.0	4.8	3.8
	5.2	5.3	5.0	4.3	1.3	3.0	1.3
Industries							
Primary Industries	4.6	5.4	5.0	6.0	3.8	-	3.8
Manufacturing	5.5	5.2	3.8	2.4	2.7	3.3	2.6
Construction	6.1	6.1	5.1	4.4	3.7	5.8	3.4
Transp. & Communication	4.5	5.7	3.7	3.8	2.6	4.5	3.4
Trade-Finance	4.7	6.4	4.2	2.2	1.8	2.9	1.4
Services	5.8	5.4	3.8	3.1	4.0	4.3	3.4
Public Administration	4.9	6.1	3.0	1.8	2.1	3.6	2.0
Jurisdictions							
Newfoundland	5.7	7.0	2.3	3.6	1.1	0.0	3.0
Prince Edward Island	4.7	5.8	7.2	4.5	0.0	-	0.0
Nova Scotia	5.7	5.4	0.5	4.7	2.0	-	2.0
New Brunswick	4.6	6.2	2.5	2.3	-	-	-
Quebec	5.3	4.8	3.2	3.1	2.7	2.7	2.7
Ontario	6.5	6.5	5.7	5.3	2.4	4.4	2.2
Manitoba	4.3	5.1	2.4	3.3	2.9	2.9	-
Saskatchewan	2.9	3.9	4.4	5.1	3.8	-	3.8
Alberta	4.1	5.6	5.3	5.1	5.0	5.0	4.3
British Columbia	6.9	7.0	4.9	3.9	3.6	3.8	4.9
Multi-Province	7.3	6.4	6.8	7.3	-	-	-
Federal Jurisdiction	4.2	5.5	2.4	4.1	2.7	3.9	3.6
				3.2	1.6		1.9
Public Sector	5.3	5.6	3.5	3.2	3.0	4.3	2.3
Private Sector	5.3	5.8	4.3	3.8	2.7	4.2	3.2

OTHER INDICATORS

(year-over-year percentage change)

	1991				1992		
	1	2	3	4	1	Jan	Feb
Union Wage Rate Index							
Average Weekly Earnings	5.5	5.4	5.4	5.2	3.7	3.8	3.8
All Industries							
Manufacturing	4.8	5.0	4.7	5.3	2.0	-4.6	-2.0
Consumer Price Index	4.8	5.2	4.8	4.6	5.1	5.4	5.2
	5.0	4.8	5.6	5.7	4.1	1.6	1.7

* See explanatory notes on page 6.

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Arbitration	July 89
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•BC Health Labour Relations	Hospital Employees Union	19 500	Rot. Strike	March 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	10 350	Barg./Med.	August 91
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Bargaining	August 91
•Alberta School Districts	Alberta Teachers' Assns.	7 775	Mediation	August 91
•Ontario Hospitals	CUPE, SEIU & OPSEU	30 000	Arbitration	Sept. & Oct. 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•VIA Rail/C.N. Rail	various unions	29 200	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers	25 400	Bargaining	December 91
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•Govt. of Prince Edward Island	PEI Union of Public Sector Empls.	3 800	Tent. Agt.	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Bargaining	April 92
Private Sector				
•Ontario Construction	various unions	78 740	Bargaining	April 92
•Pulp and Paper Industrial Relations Bureau	CPU & PPWC	10 800	Bargaining	April 92
•CP Rail	various unions	7 500	Barg./Conc.	December 91
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•National Sea Products, Nfld.	CAW	1 595	Bargaining	October 91
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UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Ontario Retail Grocery Stores	U.F.C.W. & R.W.D.S.U.	41 000	Apr.-Jul. 92
•Bell Canada	Canadian Telephone Empls' Assn.	19 200	May 92
•B.C. Hotel Ind. Rel. Assn.	Hotel & Rest. Empls. Int. Union	10 000	May 92
•Canadian Broadcasting Corp.	various unions	7 385	May 92
•Government of Quebec	various unions	350 000	June 92*
•B.C. Boards of School Trustees	B.C. Teachers' Federation	17 045	June 92
•Air Canada	Machinists	9 000	June 92

* expiry date in dispute

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UPDATE

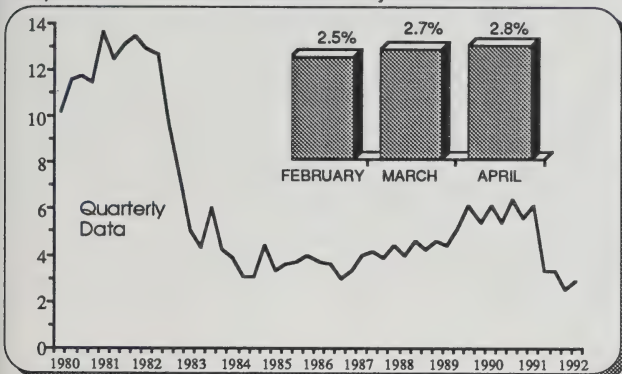
At the time of going to distribution, a tentative one-year settlement providing for increases of 3 per cent in July 1992, and 1 per cent on April 1, 1993, was reported for the majority of Quebec public sector employees, with the exception of teachers who are attempting to negotiate a 2-year agreement.

THE WAGE SETTLEMENTS BULLETIN

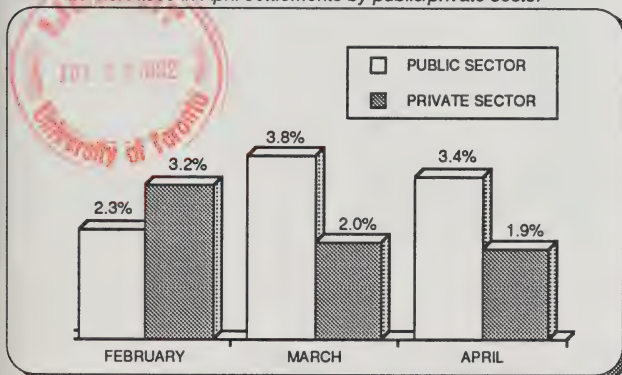
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Volume 3, Issue 6

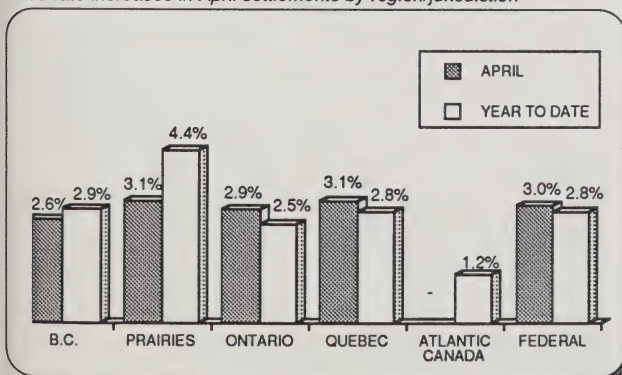
Perspective on base rate increases from major settlements



Base rate increases in April settlements by public/private sector



Base rate increases in April settlements by region/jurisdiction



APRIL 1992

•The average annual increase from major collective bargaining settlements reached in April was 2.8 per cent, marginally higher than the average of 2.7 per cent in March, and 2.5 per cent in February. The average of 2.7 per cent for these latest three months continues to be among the lowest on record.

•The April figure of 2.8 per cent is based on a review of the 47 settlements reached in the month, with a coverage of 91,141 employees. When the parties to these contracts last bargained - on average close to 2 1/2 years previously - the resulting wage increases averaged 6.5 per cent.

•Wage increases averaged 1.9 per cent for 37,344 employees in the 20 private sector agreements reached in April. This continues the steady decline in private sector settlements since the peak of close to 6 1/2 per cent in the third quarter of 1990. Among the private sector groups with settlements in April were: 18,535 British Columbia forestry products employees at 1.6 per cent, 8,666 Canadian Pacific railway employees at 3.0 per cent, and 4,985 Algoma Steel employees, who after initial wage reductions of close to 13 per cent, will have wages restored to their present level by the end of the 50-month wage agreement.

Within the private sector, manufacturing settlements (including B.C. forest products and Algoma Steel) provided an average 1.3 per cent increase to 25,178 employees. The year-to-date average increase of 1.8 per cent to 38,164 employees in the Manufacturing sector is the lowest on record since the series started in 1978.

•In the public sector, wage increases averaged 3.4 per cent for 53,797 employees in 27 settlements. They included 21,676 Ontario teachers with increases averaging 3.4 per cent, and 18,000 nurses in British Columbia with an average increase of 2.8 per cent.

•The vast majority of employees in the month's settlements were in British Columbia (40,495), Ontario (32,246), and in the Federal jurisdiction (8,666); wage increases in these jurisdictions averaged 2.6 per cent, 2.9 per cent, and 3.0 per cent, respectively. In both Quebec (608 employees) and the Prairie provinces (9,126 employees) the average annual increase was 3.1 per cent.

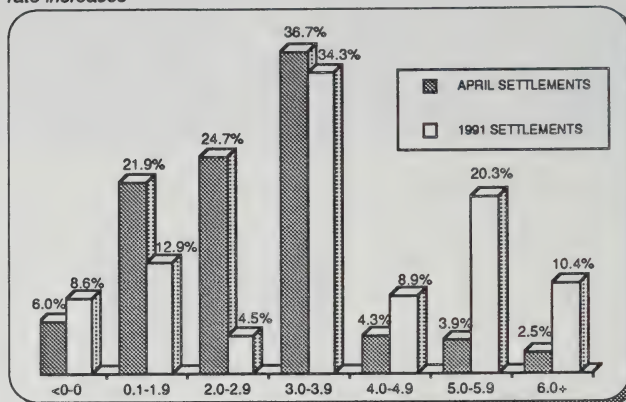
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Canada

• Approximately fifty-three per cent of employees covered in April settlements received increases below 3.0 per cent. In contrast, fewer than twenty-six per cent of all employees covered in 1991 settlements received increases below 3.0 per cent.

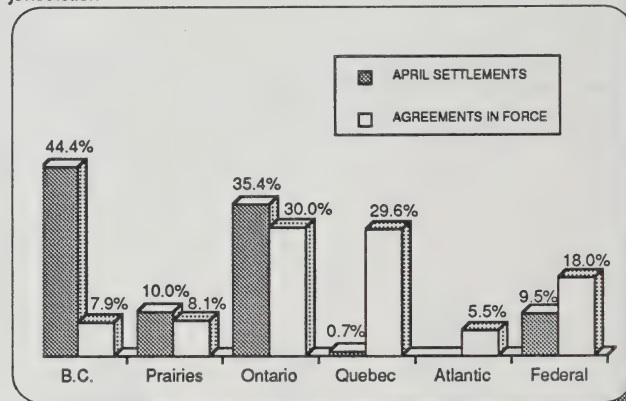
• Thirty-seven per cent (33,444) of employees in April settlements received increases in the 3.0 to 3.9 per cent range and eleven per cent received increases of 4.0 per cent and more. In 1991, thirty-four per cent of all employees received increases ranging from 3.0 to 3.9 per cent, and forty per cent received increases of 4.0 per cent and above.

Percentage distribution of employees in April settlements by size of base rate increases



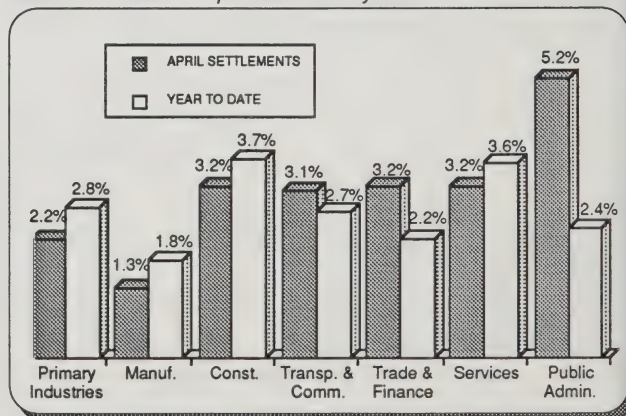
• Contracts in British Columbia covering 40,495 employees accounted for over 44 per cent of employees in April settlements, compared to a 7.9 per cent representation in all agreements in force. Ontario - 32,246 employees - accounted for 35.4 per cent of all employees in the month's settlements, while having 30 per cent of employees in agreements in force. In the Prairie Provinces, the 3,220 employees in April settlements represented 10 per cent of all employees in the month, whereas Prairie employee coverage of all agreements in force is 8.1 per cent. Other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

Percentage distribution of employees in April settlements by region/jurisdiction



Largely reflecting the key settlements described earlier, industry coverage in April was largest in the Community, Business and Personal Services sector (43,052 employees), with increases averaging 3.2 per cent; in Manufacturing (25,178 employees) at 1.3 per cent; and in the Transportation, Communications and Utilities sector (12,666 employees) at 3.1 per cent. Increases averaged 2.2 per cent in the Primary sector (1,200 employees), 3.2 per cent in both Construction (1,100 employees) and Trade (1,200 employees); the average increase was 5.2 per cent in Public Administration (6,745 employees).

Base rate increases in April settlements by sector



MAJOR SETTLEMENTS REACHED IN APRIL

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries (1 agreement)	1,200	2.2	3.0	27	
Suncor Inc., mine & refinery empls., Fort McMurray, Alta	1,200	2.2	3.0	27	94-05-01
Manufacturing (10 agreements)	25,178	1.3	-2.4	38.3	
Forest Industrial Relations, mill empls., B.C.	12,000	1.6	0.0	36	94-06-14
Interior Forest Rel. Assn., Southern B.C.	3,800	1.6	0.0	36	94-06-30
Conifer, mill empls., Northern interior, B.C.	1,450	1.6	0.0	36	94-06-30
Welwood of Canada Ltd., mill empls., B.C.	560	1.6	0.0	36	94-06-30
Canadian Forest Prod. Ltd., mill empls., B.C.	725	1.6	0.0	36	94-06-30
Algoma Steel, (prod - steel), Sault Ste Marie, Ont.	4,460	0.0*	-12.6	50	96-07-31
Algoma Steel, (prod - tube), Sault Ste Marie, Ont.	525	0.0*	-12.7	50	96-07-31
Sheritt Gordon Mines, hourly-rated empls., Sask.	550	3.0	2.5	24	94-03-31
Camco Inc., prod. empls., Montréal, Que.	608	3.1*	2.1	36	95-03-04
Fraser Valley Food (Pillsbury), plant empls., B.C.	500	0.0	0.0	24	93-12-31
Construction (2 agreements)	1,100	3.2	1.6	36	
Ontario Form Work Assn., labourers	600	3.0	1.5	36	95-04-30
Ontario Concrete Drain Cont., labourers	500	3.5	1.7	36	95-04-30
Transportation & Communication (9 agreements)	12,666	3.1	3.3	23.5	
C.P. Ltd., electricians, firemen, service, machinists, clerks and brakemen (6 agreements)	8,666	3.0	3.0	24	93-12-31
Manitoba Hydro, service & maint. workers	2,400	3.0	3.0	24	94-06-01
TransAlta Utilities, plant & maint. empls., Calgary	500	3.0	4.0	24	93-12-31
Edmonton Telephones Corp., telephone empls.	1,100	3.6	5.5	18	93-06-26
Trade & Finance (1 agreement)	1,200	3.2	3.3	24	
Pharma Plus Drugmarts Ltd., retail empls., Ont.	1,200	3.2	3.3	24	94-01-04
Public Administration (5 agreements)	6,745	5.2	4.5	26.8	
Ont. Housing Corporation, office & maint. empls.	1,400	1.5	1.0	24	93-12-31
Metro Toronto Comm. of Police, office & other, (2 agts.)	1,885	5.1	5.1	12	91-12-31
City of Vancouver, outside employees, B.C.	1,200	4.9	5.5	36	93-12-31
City of Vancouver, inside employees., B.C.	2,260	7.6	5.5	36	93-12-31
Community, Business & Personal Services (19 agreements)	43,052	3.2	3.8	29.7	
Toronto, York, East York, North York, Etobicoke & Scarborough Board of Education, secondary, primary and primary-franco. teachers, Ont., (11 agreements)	16,705	3.3*	3.6	24	93-08-31
Ottawa Board of Education, secondary teachers, Ont.	1,300	2.9*	4.0	36	94-08-31
Simcoe County Brd. of Education, secondary & primary teachers, Ont. (2 agreements)	2,756	4.0*	4.8	24	93-08-31
Hamilton-Wentworth RCSSB, primary teachers	915	5.2	6.0	24	93-08-31
Strathcona School Dist. 20, teachers, Edmonton	761	5.5	5.5	12	92-08-31
N. Alta Institute of Technology, admin. empls., Edmonton	615	3.3	4.5	24	93-06-30
Universities of Regina & Sask., non-academic empls.,	2,000	2.4	3.9	36	93-12-31
Health Labour Rel. Assn. of B.C., nurses	18,000	2.8*	3.5	36	94-03-30
Agreements with COLA (18 agreements)	44,354	2.8	1.8	32.3	
Agreements without COLA (29 agreements)	46,787	2.8	2.2	29.7	
All agreements (47 agreements)	91,141	2.8	2.0	31	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1991				1992		Year to date		Aug-Oct	Nov-Jan		Feb-Apr		1992		Feb-Apr	
	1989	1990	1991	2	3	4	1	date		Jan	Apr	Feb	Apr	Mar	Apr	Mar	Apr
All Industries/Jurisdictions																	
Average Annual Increase				3.3	3.2	2.5	2.9	2.9	2.8	4.1	2.7	2.5	2.7	2.7	2.8		
Non-COLA	5.3	5.7	3.6	3.2	2.8	2.2	3.8	3.5	2.3	4.5	3.2	3.7	3.3	3.3	2.8		
COLA	5.3	5.1	4.7	4.7	4.6	4.1	1.9	2.2	4.9	3.2	2.2	1.8	2.1	2.1	2.8		
First Year Increase	5.6	5.9	3.6	3.3	3.4	1.8	2.7	2.5	2.4	4.4	2.2	2.3	2.2	2.2	2.0		
Non-COLA	5.7	6.3	3.4	3.2	3.0	1.3	4.1	3.5	1.6	4.8	3.1	4.1	3.3	3.3	2.2		
COLA	5.2	5.3	5.0	5.3	5.1	4.3	1.3	1.5	5.5	3.2	1.4	1.2	1.1	1.1	1.8		
Industries																	
Primary Industries	4.6	5.4	5.0	5.1	3.9	5.9	3.8	2.8	4.4	5.9	2.8	-	3.8	3.8	2.2		
Manufacturing	5.5	5.2	3.8	4.5	2.4	3.7	2.7	1.8	1.5	3.4	1.7	2.6	2.6	2.6	1.3		
Construction	6.1	6.1	5.1	4.4	5.5	5.8	3.7	3.7	5.5	5.8	3.4	3.4	-	-	3.2		
Transp. & Communication	4.5	5.7	3.7	3.8	2.9	2.3	2.6	2.6	3.3	4.1	2.5	3.4	1.9	3.1	3.1		
Trade-Finance	4.7	6.4	4.2	4.5	2.2	3.3	1.9	2.2	4.8	2.7	1.9	1.4	-	-	3.2		
Services	5.8	5.4	3.8	3.0	3.1	4.7	4.0	3.6	4.8	4.5	3.4	3.4	4.1	4.1	3.2		
Public Administration	4.9	6.1	3.0	3.8	2.7	1.8	2.1	2.4	1.9	3.5	2.3	2.0	-	-	5.2		
Jurisdictions																	
Newfoundland	5.7	7.0	2.3	1.9	-	3.6	1.1	1.1	-	3.1	3.0	3.0	-	-	-		
Prince Edward Island	4.7	5.8	7.2	7.8	4.5	5.2	0.0	0.0	-	5.2	0.0	-	0.0	-	-		
Nova Scotia	5.7	5.4	0.5	4.7	0.0	4.1	2.0	2.0	4.1	-	2.0	-	2.0	-	-		
New Brunswick	4.6	6.2	2.5	2.3	-	-	-	-	-	-	-	-	-	-	-		
Quebec	5.3	4.8	3.2	3.1	3.1	5.5	2.7	2.8	5.1	5.6	2.8	2.7	2.7	2.7	3.1		
Ontario	6.5	6.5	5.7	5.0	5.3	5.2	2.4	2.5	5.4	4.8	2.4	2.2	2.3	2.3	2.9		
Manitoba	4.3	5.1	2.4	3.4	0.6	3.1	3.0	3.0	4.5	3.1	3.0	-	-	-	3.0		
Saskatchewan	2.9	3.9	4.4	4.6	5.1	2.2	3.8	2.8	3.4	-	2.8	-	3.8	2.4	-		
Alberta	4.1	5.7	5.3	5.1	6.5	4.5	5.0	4.8	5.9	5.1	4.5	4.3	5.3	5.3	3.4		
British Columbia	6.9	7.0	5.0	4.8	3.9	4.3	3.6	2.9	4.1	3.6	2.7	4.9	3.0	3.0	2.6		
Multi-Province	7.3	6.4	6.8	6.0	7.3	-	-	-	6.9	-	-	-	-	-	-		
Federal Jurisdiction	4.2	5.5	2.4	4.1	3.2	1.6	2.7	2.8	1.8	4.1	2.8	3.6	1.8	1.8	3.0		
Public Sector	5.3	5.6	3.5	3.2	2.8	2.4	3.0	3.1	2.5	4.2	2.9	2.3	3.8	3.8	3.4		
Private Sector	5.3	5.8	4.3	4.5	3.8	3.3	2.7	2.4	4.0	3.9	2.2	3.2	2.0	2.0	1.9		

OTHER INDICATORS

(year-over-year percentage change)

	1991				1992		Year to date		Aug-Oct	Nov-Jan		Feb-Apr		1992		Feb-Apr	
	1989	1990	1991	2	3	4	1	date		Jan	Apr	Feb	Apr	Mar	Apr	Mar	Apr
Union Wage Rate Index																	
Average Weekly Earnings				5.4	5.4	5.2	3.7	3.6	5.3	4.7	3.6	3.7	3.6	3.6	3.4		
All Industries	4.8	5.0	4.7	5.7	5.3	2.0	4.5	1.6	-	-	-	5.0	4.7	4.7	3.7		
Manufacturing	4.8	5.2	4.8	4.5	4.6	5.1	3.6	-	-	-	-	5.4	5.2	5.2	1.7		
Consumer Price Index	5.0	4.8	5.6	6.3	5.7	4.1	1.6	-	5.2	3.3	1.6	1.7	1.6	1.6	1.7		

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Government of Quebec	Quebec Teaching Congress	80 000	Tent. Agt.	June 92
•Canada Post	CUPW	45 000	Arbitration	July 89
•Montreal Urban Community	Quebec Police Federation	4 514	Arbitration	December 90
•Health Labour Rel. Assn. of B.C.	Hospital Employees Union	19 500	Mediation	March 91
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	10 350	Barg./Med.	August 91
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Mediation	August 91
•Alberta School Districts	Alberta Teachers' Assns.	7 775	Mediation	August 91
•Ontario Hospitals	CUPE, SEIU & OPSEU	30 000	Med./Arb.	Sept. & Oct. 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•VIA Rail/C.N. Rail	various unions	28 200	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	5 445	Bargaining	December 91
•Government of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE & AUPE	33 285	Bargaining	March 92
•Health Labour Rel. Assn. of B.C.	Health Sciences Assn. of B.C.	4 500	Bargaining	March 92
•Govt. of Prince Edward Island	PEI Union of Public Sector Empls.	3 800	Tent. Agt.	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Bargaining	April 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	17 045	Bargaining	June 92
Private Sector				
•Ontario Construction	various unions	62 990	Bargaining	April 92
•Pulp and Paper Industrial Relations Bureau	CPU & PPWC	10 800	Bargaining	April 92
•CP Rail	various unions	7 500	Barg./Conc.	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Council of Marine Carriers (B.C.)	CBRT & SIU	650	Bargaining	September 91
•National Sea Products, Nfld.	CAW	1 595	Bargaining	October 91
•B.C. Telephone	Telecommunications Workers Union	11 074	Bargaining	December 91
•Ontario Retail Grocery Stores	U.F.C.W. & R.W.D.S.U.	41 000	Bargaining	Apr.-Jul. 92
•B.C. Hotel Ind. Rel. Assn.	Hotel & Rest. Empls. Int. Union	10 000	Bargaining	May 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canadian Broadcasting Corp.	various unions	7 385	May 92
•Air Canada	Machinists	9 000	June 92
•Hydro-Quebec	Engineers Union of Hydro-Quebec	1 100	June 92
•Ontario School Boards	various teachers' unions	26 270	August 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

COMING SOON...



FOR MORE INFORMATION, CALL 1-800-567-6866

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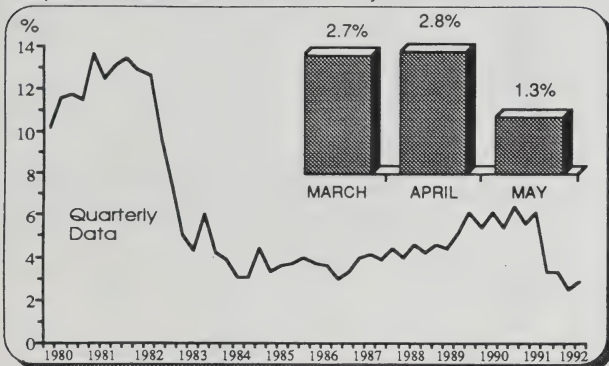
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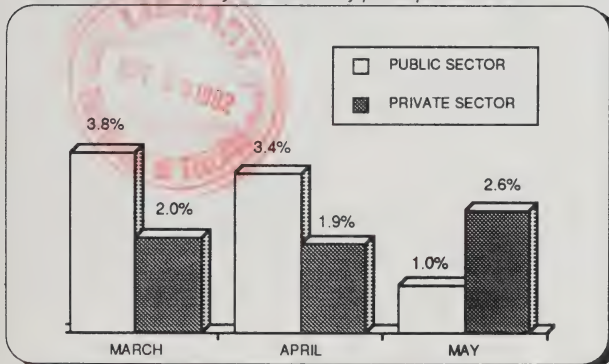
THE WAGE SETTLEMENTS BULLETIN

July 1992
Volume 3, Issue 7

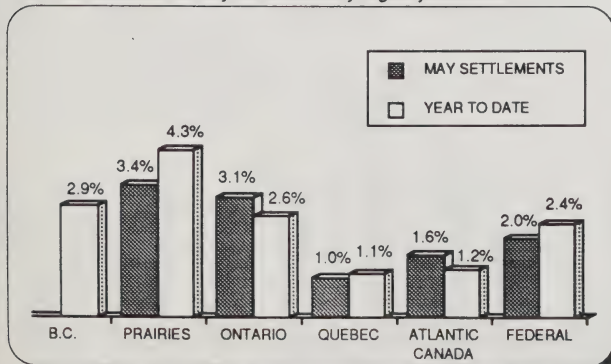
Perspective on base rate increases from major settlements



Base rate increases in May settlements by public/private sector



Base rate increases in May settlements by region/jurisdiction



Le Bulletin est également disponible en français.

MAY 1992

The average annual wage increase from major collective bargaining settlements reached in May was 1.3 per cent, down significantly from 2.8 per cent in April and 2.7 per cent in March. May's 1.3 per cent is the lowest monthly figure on record.

Quebec public sector settlements covering 324,111 employees, with a wage gain of 1.0 per cent in a twelve-month contract extension, were the predominant factor in the month's low average wage increase. However, the average increase of 2.6 per cent to 58,740 other employees in May is still in the range of recent low settlement increases.

In total, there were 70 settlements with a coverage of 382,851 employees in May's 1.3 per cent average. In the preceding round of settlements - on average approximately 10 months previously - the parties to the current contracts negotiated increases averaging 3.4 per cent.

Quebec's 324,111 public sector employees last settled a year ago for a six-month contract extension to June 30, 1992, with no wage increase until July 1, 1992. The May 1992 contract reaffirms the 3.0 per cent increase of July 1, 1992, and provides a 1.0 per cent increase during the term of the new agreement - on April 1, 1993; that contract expires June 30, 1993.

For all public sector settlements reached in May, the average increase was also 1.0 per cent; there were 45 settlements covering 333,562 employees.

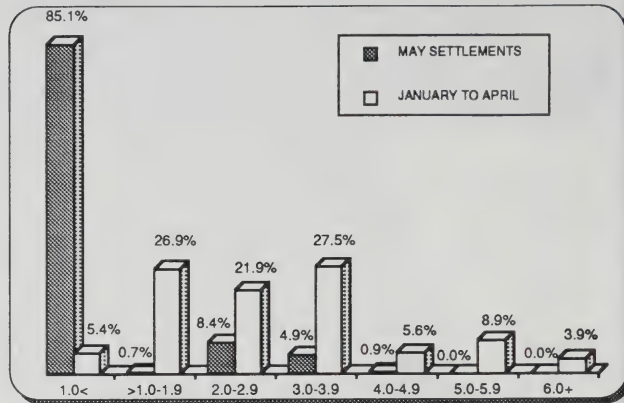
In the private sector, wage increases averaged 2.6 per cent for 49,289 employees in 25 settlements. They included 18,247 office and clerical employees of Bell Canada at 2.0 per cent, and 19,550 Ontario construction sector workers with an average increase of 3.3 per cent.

Reflecting the impact of the Quebec settlements, the national average was exceeded in all other regions and jurisdictions. Wage settlements were highest in the Prairie provinces where 6,180 employees received increases averaging 3.4%. Wage increases in other regions/jurisdictions were: in Ontario 3.1% (24,336 empls.), in the federal jurisdiction 2.0% (19,927 empls.), and in Atlantic Canada 1.6% (1,240 empls.). There were no settlements in British Columbia.

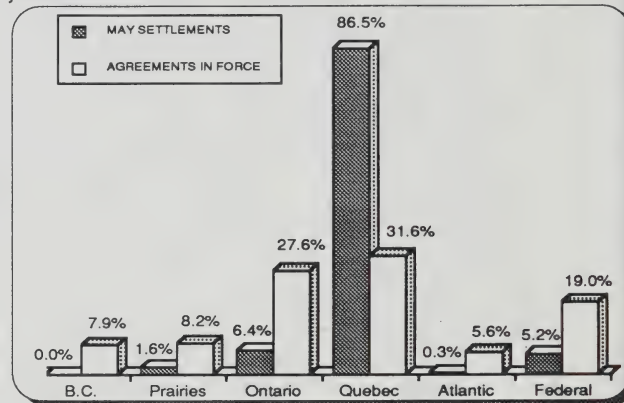
•Again reflecting the impact of the Quebec settlements, eighty-five per cent of employees (325,882) in the May total received increases of 1.0 per cent or less. In contrast, ninety-five per cent of employees in January - April settlements received increases **above** 1.0 per cent.

•In those January - April settlements, the major concentration of increases was in the over 1.0 per cent to 3.9 per cent group - seventy-six per cent of the employees received increases in that range. In contrast, May's settlements had only fourteen per cent of employees in that group.

Percentage distribution of employees in May settlements by size of base rate increases



Percentage distribution of employees in May settlements by region/jurisdiction

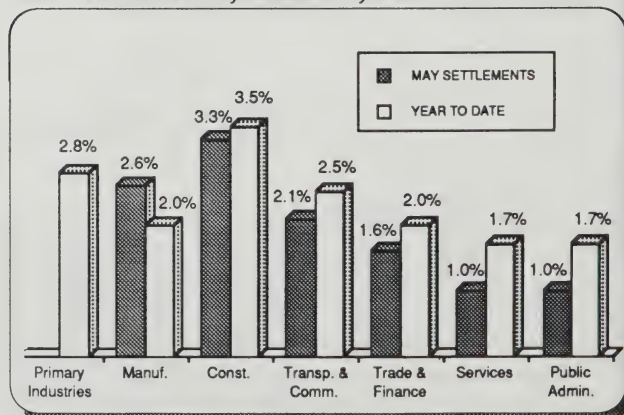


•On a regional basis, the concentration in Quebec with a total of 331,168 employees accounted for over 86 per cent of employees in May settlements, compared to a 32 per cent representation in all agreements in force. All other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

•Wage increases by industry were as follows:

Manufacturing	2.6%	7,957 empls.
Construction	3.3%	20,650 empls.
Transp. & Comm.	2.1%	20,442 empls.
Trade & Finance	1.6%	1,240 empls.
Services	1.0%	271,483 empls.
		(265,652 empls. in Quebec)
Public Admin.	1.0%	61,079 empls.
		(58,459 empls. in Quebec)

Base rate increases in May settlements by sector



MAJOR SETTLEMENTS REACHED IN MAY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (9 agreements)	7 957	2.6	2.6	42.8	
Alcan Smelters & Chemical Ltd. empls., Que. (4 agts.)	4 862	2.2-2.3*	2.2-2.4	50-51	95-05-21
Shell Canada Ltd. prod. empls., Montreal Que.	500	2.5	3.0	24	94-01-31
Celanese Canada Inc. plant empls., Alberta	500	2.5	3.0	24	94-02-28
Camco Inc. production empls., Ont.	820	3.2*	2.4	36	95-04-22
Hayes-Dana plant & maint. empls., St. Catharines, Ont.	775	3.3*	2.9	36	95-05-31
Canadian Handbag Mfg. Council, plant empls., Mtl. Que.	500	4.1	4.2	24	93-02-15
Construction (11 agreements)	20 650	3.3	2.0	36.0	
Resident. Framing Contr. Assn. carpenters, Toronto	1 500	2.0	0.0	36	95-04-30
Constr. Lab. Rel Assn. Manitoba plumbers & pipefitters	600	2.3	1.7	36	95-04-30
Constr. Lab. Rel Assn. Manitoba labourers	500	2.3	1.8	36	95-04-30
Terrazzo Tile & Marble Guild Ont. masons, Ont.	1 200	2.4	0.8	36	95-04-30
Masonry Contractors Assn. bricklayers, Ont.	500	2.8	2.1	36	95-04-30
Electrical Power Systm. Constr. Assn. boilermakers, Ont.	1 000	2.9	1.4	36	95-04-30
Metro Toronto Res. & Low Rise Constr. form setters	650	3.3	1.9	36	95-04-30
Ont. Refrig. & Aircond. Contract. service & maint. empls.	1 200	3.4	2.2	36	95-04-30
Mechan. Contract. Assn. of Ont. plumbers & pipefitters	8 000	3.6	2.6	36	95-04-30
Ont. Sheet Metal & Airhandle Group sheet metal wkrs.	5 000	3.6	1.4	36	95-04-30
Masonry Contractors Assn. labourers, Ont.	500	4.3	5.9	36	95-04-30
Transportation & Communication (4 agreements)	20 442	2.1	2.1	35.4	
Bell Canada office empls., Ont., Que. & NWT	18 247	2.0*	2.0	36	95-05-31
CN Railway Co. electricians, Canada-wide	1 000	3.0	3.0	24	93-12-31
Que. Telephone linemen, tech. & office empls. (2 agts.)	1 195	3.0*	3.0	36	94-11-20
Trade & Finance (2 agreement)	1 240	1.6	0.0	36.0	
Boland's Ltd. retail empls., Truro N.S.	500	1.0	0.0	36	95-01-07
Food Group Inc. (retail div.) retail empls., N.B.	740	2.0	0.0	36	94-12-31
Community, Business & Personal Services (39 agreements)	271 483	1.0	1.0	12.1	
York Region RCSS Board office & tech. empls., Ont.	591	0.0	0.0	19	94-01-31
Government of North West Territories teachers	680	0.9	0.0	24	94-08-31
Government of Quebec office, teaching, health and welfare empls., (33 agts.)	265 632	1.0	1.0	12	93-06-30
University of Alberta acad. & prof. empls., Edmonton	2 000	2.8	2.8	12	93-06-30
Battle River School teachers, Alberta	1 050	4.3	4.9	24	93-08-31
University of Saskatchewan prof. & librarians, Saskatoon	990	4.5	4.5	12	92-06-30
Southern Alberta School Authority teachers	540	4.7	5.3	24	93-08-31
Public Administration (5 agreements)	61 079	1.0	1.0	12.5	
Government of Quebec salaried, hourly, prof. empls., and prisonguards (4 agts.)	58 479	1.0	1.0	12	93-06-30
Reg. Munic. of Ottawa/Carleton inside & outside empls.	2 600	1.6*	1.3	24	93-12-31
Agreements with COLA (10 agreements)	28 499	2.1	2.1	37.4	
Agreements without COLA (60 agreements)	354 352	1.2	1.1	13.7	
All agreements (70 agreements)	382 851	1.3	1.2	15.4	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1991				Year to date	1992				1992			
	1989	1990	1991	1992		1	2	3	4	Sep-Nov	Dec-Feb	Mar-May	Apr-May
All Industries/Jurisdictions													
Average Annual Increase	5.3	5.7	3.6		1.9	2.9	3.3	3.2	2.5	2.6	3.1	1.7	2.8
Non-COLA	5.3	6.1	3.4		1.8	3.8	3.3	2.8	2.2	2.3	4.1	1.5	3.3
COLA	5.3	5.1	4.7		2.2	2.0	4.6	4.6	4.1	4.8	2.1	2.4	2.1
First Year Increase	5.6	5.9	3.6		1.7	2.7	3.3	3.4	1.8	1.9	3.1	1.4	2.2
Non-COLA	5.7	6.3	3.4		1.8	4.1	3.2	3.0	1.3	1.6	4.5	1.4	3.3
COLA	5.2	5.3	5.0		1.6	1.3	5.3	5.1	4.3	5.1	1.7	1.7	1.1
Industries													
Primary Industries	4.6	5.4	5.0		2.8	3.8	5.1	3.9	5.9	5.2	-	2.8	3.8
Manufacturing	5.5	5.2	3.8		2.0	2.7	4.5	2.4	3.6	2.1	3.4	1.9	2.6
Construction	6.1	6.1	5.1		3.5	3.7	4.4	5.4	5.8	14.4	3.8	3.3	-
Transp. & Communication	4.5	5.7	3.7		2.5	2.6	3.8	2.9	2.3	3.1	3.8	2.2	1.9
Trade-Finance	4.7	6.4	4.2		2.0	1.8	4.5	2.2	3.3	3.1	2.4	2.4	-
Services	5.8	5.4	3.8		1.7	4.0	3.0	3.1	4.7	4.9	4.0	1.5	4.0
Public Administration	4.9	6.1	3.0		1.7	2.1	3.8	2.7	1.8	1.7	2.4	1.5	-
Jurisdictions													
Newfoundland	5.7	7.0	2.3		1.1	1.1	1.9	-	3.6	2.5	3.6	-	-
Prince Edward Island	4.7	5.8	7.2		0.0	0.0	7.8	4.5	5.2	5.2	-	0.0	-
Nova Scotia	5.7	5.4	0.5		1.8	1.9	4.7	0.0	4.1	4.1	-	1.8	1.9
New Brunswick	4.6	6.2	2.6		2.0	-	2.4	-	-	-	-	2.0	-
Quebec	5.3	4.8	3.2		1.1	2.7	3.1	3.1	5.4	4.6	3.7	1.0	2.7
Ontario	6.5	6.5	5.7		2.6	2.4	5.0	5.3	5.2	5.2	2.5	2.8	2.3
Manitoba	4.3	5.1	2.4		3.3	2.9	3.3	0.6	3.1	3.7	3.0	2.7	-
Saskatchewan	2.9	3.9	4.4		3.3	3.8	4.6	5.1	2.2	3.4	-	3.3	3.8
Alberta	4.1	5.7	5.3		4.6	5.0	5.1	6.5	4.5	6.0	4.9	4.3	5.3
British Columbia	6.9	7.0	4.9		2.9	3.6	4.8	3.9	4.3	2.3	4.0	2.6	3.0
Multi-Province	7.3	6.4	6.8		-	-	6.0	7.3	-	-	-	-	-
Federal Jurisdiction	4.2	5.5	2.4		2.4	2.7	4.1	3.2	1.6	1.7	3.5	2.2	1.8
Public Sector	5.3	5.6	3.5		1.8	3.0	3.2	2.8	2.4	2.6	3.0	1.5	3.8
Private Sector	5.3	5.8	4.3		2.5	2.7	4.5	3.8	3.3	2.7	3.5	2.2	2.0

OTHER INDICATORS

(year-over-year percentage change)

	1991				Year to date	1992				1992			
	1989	1990	1991	1992		1	2	3	4	Sep-Nov	Dec-Feb	Mar-May	Apr-May
Union Wage Rate													
Average Weekly Earnings	5.5	5.4	5.4		3.6	3.7	5.4	5.4	5.2	5.3	4.2	3.4	3.6
All Industries	4.8	5.0	4.7		1.6	2.4	5.7	5.3	2.0	4.7	2.3	1.5	1.8
Manufacturing	4.8	5.2	4.8			4.3	4.5	4.6	5.1	5.3	4.2	3.4	4.2
Consumer Price Index	5.0	4.8	5.6			1.6	6.3	5.7	4.1	4.7	2.3	1.5	1.6

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	CUPW	45 000	Tent. Agt.	July 89
•Government of British Columbia	BCGEU	29 950	Bargaining	July 91
•Ontario School Boards	Various Teachers' Unions	34 975	Barg./Med.	August 91 & 92
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Tent. Agt.	August 91
•Alberta School Districts	Alberta Teachers' Assns.	4 750	Mediation	August 91
•Ontario Hospitals	CUPE, SEIU & OPSEU	30 000	Arbitration	Sept. & Oct. 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•VIA Rail/C.N. Rail	various unions	14 837	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	7 630	Mediation	December 91
•Government of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE & AUPE	33 285	Tent./Barg.	March 92
•Health Labour Rel. Assn. of B.C.	Health Sciences Assn. of B.C.	4 500	Mediation	March 92
•Govt. of Prince Edward Island	PEI Union of Public Sector Empls.	3 800	Conciliation	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Bargaining	April 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	17 045	Bargaining	June 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92

Private Sector

•Ontario Construction	various unions	59 060	Barg./Conc.	April 92
•Pulp and Paper Industrial Relations Bureau	CPU & PPWC	10 800	Wrk. Stopp.	April 92
•CP Rail	various unions	7 208	Barg./Conc.	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Council of Marine Carriers (B.C.)	CBRT & SIU	650	Conciliation	September 91
•B.C. Telephone	Telecommunications Workers Union	11 074	Bargaining	December 91
•Ontario Retail Grocery Stores	U.F.C.W. & R.W.D.S.U.	41 000	Bargaining	Apr.-Jul. 92
•B.C. Hotel Ind. Rel. Assn.	Hotel & Rest. Empls. Int. Union	10 000	Bargaining	May 92
•Air Canada	Machinists	9 000	Bargaining	June 92
•Hydro-Quebec	Engineers Union of Hydro-Québec	1 100	Bargaining	June 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Cominco Ltd.	United Steelworkers	3 700	September 92
•Air Canada	CAW	3 500	September 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately two-thirds of the unionized workforce and 24 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.



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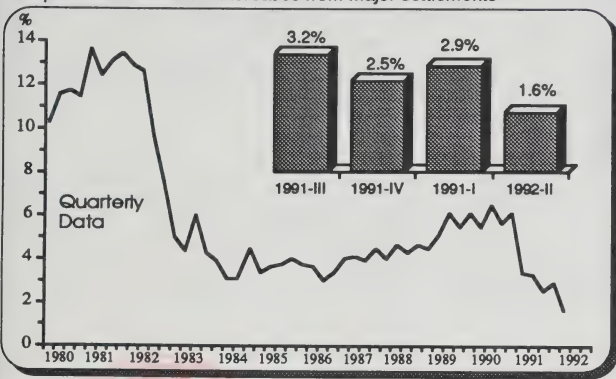
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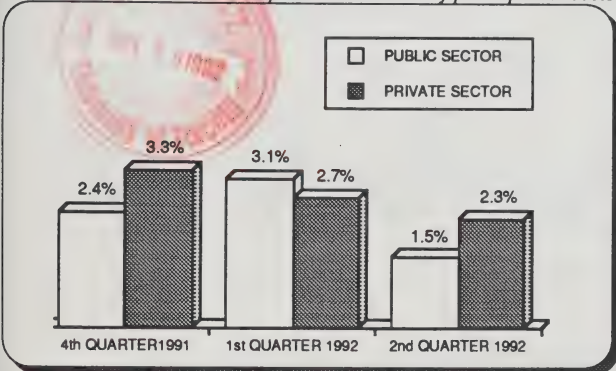
THE WAGE SETTLEMENTS BULLETIN

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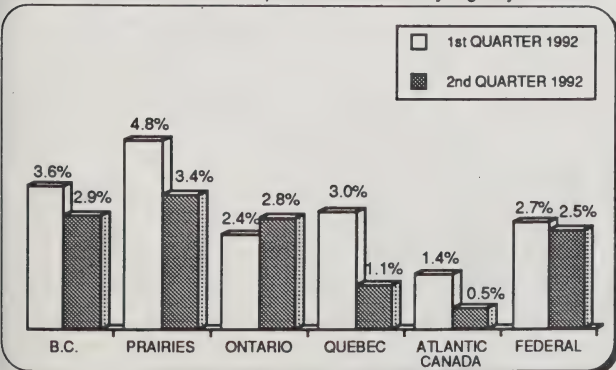
Perspective on base rate increases from major settlements



Base rate increases in second quarter settlements by public/private sector



Base rate increases in second quarter settlements by region/jurisdiction



SECOND QUARTER 1992

•Wage increases from major collective bargaining settlements reached in the second quarter of 1992 averaged 1.6 per cent annually over the contract terms. This is now the lowest quarterly average increase on record, and represents a sharp decline from the peak of 6.3 per cent in the third quarter of 1990.

•Quebec provincial public sector settlements covering 412,925 employees, with a wage gain of 1.0 per cent in twelve-month contract extensions, accounted for sixty per cent of all employees in the second-quarter settlements, and were the predominant factor in the quarter's low average increase. However, wage increases to the remaining 274,535 employees in other second-quarter settlements averaged 2.5 per cent; by itself, this would have equalled the previous record low established in the fourth quarter of 1991. In total, there were 687,280 employees covered by the 190 contracts ratified in the second quarter.

•For all second-quarter public sector settlements, wage increases were down to a historical low of 1.5 per cent, from a peak of 6.4 per cent in the first quarter of 1991. There were 591,512 employees in the 136 second-quarter public sector settlements. In addition to those in Quebec, public sector settlements included: a one-year wage freeze to 24,290 Newfoundland public sector employees, a 1.0 per cent increase to 14,470 in New Brunswick, an average 2.8 per cent to 47,056 in Ontario, an average 3.9 per cent to 14,364 in Alberta, and 3.4 per cent to 48,510 in British Columbia.

•Private sector increases averaged 2.3 per cent, down from 2.7 per cent in the first quarter, and continuing a steady decline from a peak of 6.4 per cent in the third quarter of 1990. There were 54 private sector settlements covering 95,768 employees in the second quarter. Among the private sector groups with settlements in the second quarter were: 18,535 B.C. forest products employees at 1.6 per cent, 22,250 Ontario construction employees at 3.3 per cent, and 18,247 Bell Canada employees at 2.0 per cent.

•Sixty-two per cent (426,104) of employees in the second quarter's total settlements were in Quebec, with an average increase of 1.1 per cent. In other regions, wage increases ranged from 0.5 per cent for 42,230 employees in Atlantic Canada, to 3.4 per cent for 31,554 employees in the Prairie provinces. In Ontario, the average increase was 2.8 per cent to 78,691 employees, and in British Columbia 2.9 per cent to 67,545 employees. Increases averaged 2.5 per cent for 41,156 employees in the Federal jurisdiction.

JUNE 1992

•Wage increases from major collective bargaining settlements reached in **June** averaged **1.7 per cent**, compared to 1.3 per cent in May, and 2.8 per cent in April.

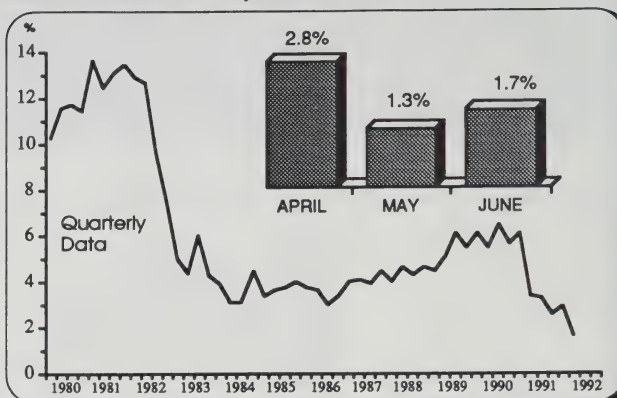
•The June results are based on a review of 70 agreements reached in the month, covering 209,083 employees. (In 1991, there were on average 44 agreements covering 110,875 employees each month.) When the parties to these June contracts last bargained - with contract durations averaging 16 months - the resulting increases averaged 4.1 per cent, compared with the 1.7 per cent in their June settlements.

•In the **public sector**, increases averaged **1.7 per cent** for 200,603 employees in 62 June settlements. This is up from May's figure of 1.0 per cent but a decline from April's 3.4 per cent. Public sector wage adjustments in June settlements ranged from a wage freeze for 24,290 public sector employees (teachers, office, clerical and hospital staff) of the Newfoundland Government, to 5.9 per cent for 650 firemen with the City of North York. Other public sector settlements in June included those covering 23,000 non-medical employees of the Health Labour Relations Association of British Columbia, with an average annual increase of 3.5 per cent, 15,470 employees of the Government of New Brunswick with increases of 1.0 per cent, and 12,563 C.N. and Via Rail employees with increases averaging 3.0 per cent.

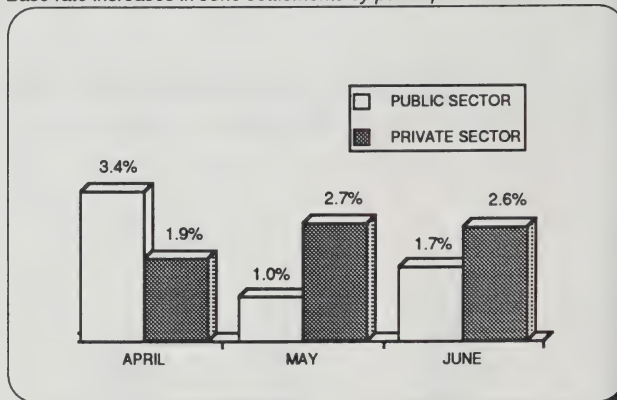
•**Private sector** increases averaged **2.6 per cent** in 8 June settlements covering 8,500 employees. The private sector average for June is down slightly from 2.7 per cent in May, but above the 1.9 per cent in April. Private sector wage adjustments in June ranged from a wage freeze for 680 plant workers with National Sea Products in Newfoundland, to 3.5 per cent for 1,000 roofers in Ontario.

•Wage increases in June were highest in the Prairie provinces at 3.5 per cent (16,248 employees). In British Columbia the average was 3.4 per cent (25,000 employees), in Ontario 2.8 per cent (78,691 employees), in Quebec with the largest number of employees (92,828) 1.3 per cent, and in Atlantic Canada 0.4 per cent (40,990 employees). In the Federal jurisdiction increases averaged 3.0 per cent (41,156 employees).

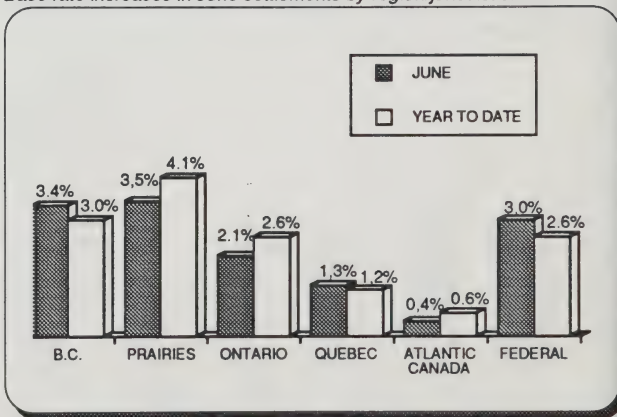
Base rate increases from major settlements



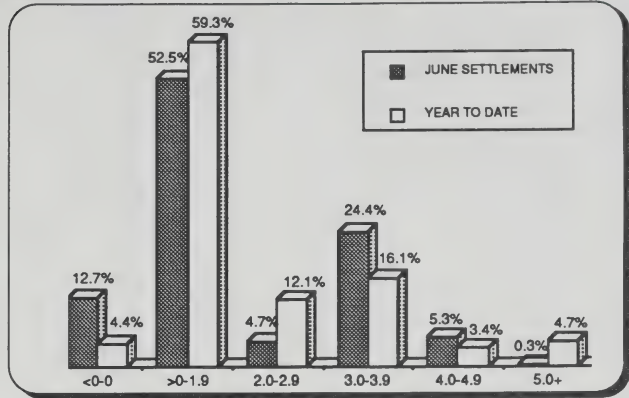
Base rate increases in June settlements by public/private sector



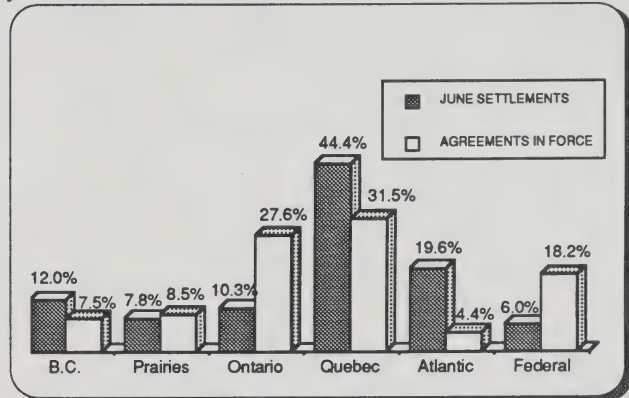
Base rate increases in June settlements by region/jurisdiction



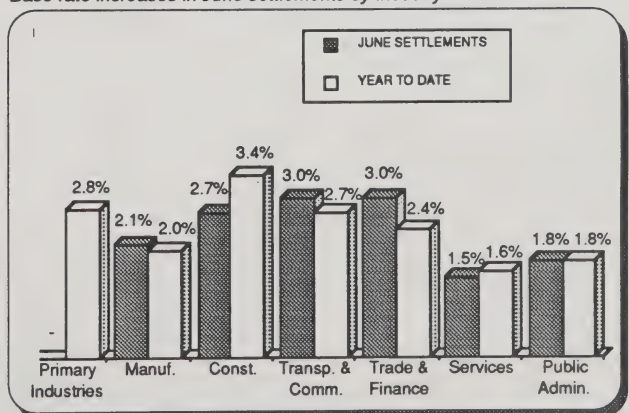
Percentage distribution of employees in June settlements by size of base rate increases



Percentage distribution of employees in June settlements by region/jurisdiction



Base rate increases in June settlements by industry



• Approximately sixty-five per cent (136,353) of employees in June settlements received increases below 2.0 per cent. Of these, wages were frozen for 26,650 employees (12.7 per cent of employees in June settlements), while for 109,703 employees (52.5 per cent of total) there were wage gains in the range of 0.1 to 1.9 per cent. The remaining 35 per cent (72,730 employees) received wage increases above 2.0 per cent, the majority (twenty-five per cent) with increases from 3.0 to 3.9 per cent.

• Settlements in Quebec covering 92,828 employees accounted for 44.4 per cent of employees in June settlements, compared to a 31.5 per cent coverage in all agreements in force. In Atlantic Canada, with 4.4 per cent of employees in all agreements in force, the employee coverage of 40,990 represented 19.6 per cent of employees in June settlements. In British Columbia, with a 7.5 per cent representation in all agreements in force, employee coverage of 25,000 represented 12.0 per cent of employees in June settlements. The remaining jurisdictions were all under-represented in June settlements, when compared to the universe of agreements in force. Ontario accounted for 10.3 per cent of employees with settlements in June, compared to a 27.6 per cent coverage in all agreements in force; the Prairies accounted for 7.8 per cent of employees compared to 8.5 per cent of all agreements in force, and the Federal jurisdiction had a 6.0 per cent coverage in June settlements, compared to 18.2 per cent in all agreements in force.

• Wage increases by industry were as follows:

Primary Industries	-	-
Manufacturing	2.1%	3,180 empls.
Construction	2.7%	2,100 empls.
Trans. & Comm.	3.0%	17,873 empls.
Trade & Finance	3.0%	3,200 empls.
Services	1.5%	162,981 empls.
Public Admin.	1.8%	19,749 empls.

MAJOR SETTLEMENTS REACHED IN JUNE

Industry and employer	No. of empls.	Average annual % inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (4 agreements)	3,180	2.1	1.8	30.9	
National Sea Products plant empls., N.S.	680	0.0	0.0	12	92-10-31
Cavendish Farms plant empls., PEI	550	2.3	0.0	36	94-12-31
Noranda Inc. production empls., Que.	1,000	2.9*	3.4	36	95-05-31
Uniroyal Goodrich Inc. hourly empls., Ont.	950	2.6*	2.5	36	95-05-31
Construction (3 agreements)	2,100	2.7	1.7	36.0	
Cement Masons Employer Bargaining Agency, Ont.	600	1.9	0.5	36	95-04-30
Ontario Ind. Roofing Contractors roofers, Ont.	1,000	3.5	2.4	36	95-04-30
Constr. Lab. Rel Assn. Manitoba electricians,	500	2.1	1.6	36	95-04-13
Transportation & Communication (9 agreements)	17,873	3.0	3.8	24	
*CN Railway Co. electricians, office, maintenance of way empls., Canada-wide (6 agts.)	12,013	3.0	3.0	24	93-12-31
VIA Rail Canada Inc. service & maint. empls.	550	3.0	3.0	24	93-12-31
Saskatchewan Telecommunications, plant empls.	3,900	3.0	6.1	24	93-03-27
TransAlta Utilities, office, plant empls., Alberta	1,910	3.0	4.0	24	93-12-31
Trade & Finance (1 agreement)	3,200	3.0	3.0	24	
Calgary Co-op Assn. Ltd. retail empls., Alberta	3,200	3.0	3.0	24	94-04-30
Community, Business & Personal Services (43 agreements)	479,016	1.4	1.5	15.1	
Govt. of Newfoundland & Fed. School Brd. teachers	10,000	0.0	0.0	12	93-08-31
Govt. of Newfoundland, instructors, prof. & tech.	640	0.0	0.0	12	93-08-31
Nfld. Hospital Assn. non-medical empls. (3 agts.)	8,150	0.0	0.0	12	93-03-31
Govt. of N.B. office, clerical & hosp. empls	6,000	1.0	1.5	18	94-06-30
Govt. of N.B. general service empls. (schools)	2,335	1.0	1.5	18	94-08-31
N.B. Assn. Nursing Home Inc. non-medical empls.	2,200	1.1	0.0	22	95-10-15
Government of Quebec office, teaching, health and welfare empls., (12 agts.)	84,394	1.0	1.0	12	93-06-30
Quebec Hospital Assn. interns & residents, Que.	1,820	4.9*	4.0	42	92-12-31
Ryerson Polytech Institute teachers, Toronto, Ont.	580	0.0	0.0	12	93-06-30
York University, office empls., Ont.	1,100	0.0	0.0	12	93-08-31
Childrens Aid Society of Metro Toronto office empls.	510	0.5	0.5	12	92-12-31
London Board of Education teachers, Ont.	1,220	1.0	1.0	12	93-08-31
Halton Board of Education teachers, Ont. (2 agts.)	2,953	1.5*	1.0	24	94-08-31
Hastings County Board of Education teachers, Ont.	500	1.5	1.0	24	94-08-31
Lambton County Board of Education teachers, Ont.	756	1.5	2.0	24	94-08-31
Sudbury Board of Education teachers, Ont.	620	2.0	2.0	24	94-08-31
Essex County Board of Education teachers, Ont.	571	2.5	2.0	24	94-08-31
Ottawa Board of Education, office employees, Ont.	525	2.5	3.0	24	94-03-31
Carleton Board of Education teachers, Ont.	1,811	2.9	2.5	36	94-08-31
Ottawa Board of Education, teachers, Ont.	1,358	2.9*	4.0	36	94-08-31
Etobicoke Board of Education, maintenance empls., Ont.	500	3.0*	3.0	24	93-12-31
Scarborough Board of Education maint. empls., Ont.	850	3.0*	3.0	24	93-12-31
Metro Toronto Sperate School Board, teachers	2,200	3.7	3.5	24	93-08-31

*Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

MAJOR SETTLEMENTS REACHED IN JUNE (Continued)

Industry and employer	No. of empls.	Average annual % inc.	First year increase	Duration (Month)	Expiry date
Community, Business & Personal Services (continued)					
N. Alta Institute of Tech., academic empls, Edmonton	790	3.0	3.0	12	93-06-30
N. Central Alberta Schl. Assn. teachers, Alberta	798	3.2	3.2	12	93-08-31
Elk Isle Regional Schl. Authority Assn. teachers, Alberta	635	4.5	5.5	24	93-08-31
Board of Schl Trustees District 7 teachers, Alberta	4,165	4.8	5.5	24	93-08-31
Health Labour Rel. Assn. of B.C. non-medical empls.	23,000	3.5	3.9	24	93-03-31
University of B.C., academic empls., Vancouver, B.C.	2,000	2.2	4.5	24	93-06-30
Public Administration (10 agreements)	19,749	1.8	1.6	19.0	
Govt. of Nfld. office, service & maint. empls. (2 agts.)	5,500	0.0	0.0	12	93-03-31
Govt. of N.B. office, general & service empls. (3 agts.)	4,935	1.1	0.0	22	95-01-15/ 95-12-15
Government of Quebec, engineers,	1,100	1.0	1.0	12	93-06-30
Montreal Urban Community police officers, Que.	4,514	4.6	5.2	24	92-12-31
Workers' Compensation Brd. office empls., Ont.	2,200	0.8	1.0	15	92-12-31
City of North York firemen, Ont.	650	5.9	6.4	24	92-12-31
City of Winnipeg scientific & prof. empls., Man.	850	3.8*	0.0	36	94-04-13
Agreements with COLA (9 agreements)	10,281	2.9	2.5	32.0	
Agreements without COLA (61 agreements)	198,802	1.7	1.8	16.9	
All agreements (70 agreements)	209,083	1.7	1.8	17.6	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0 per cent inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1991				1992		1992			Year to date	
	1989	1990	1991	2	3	4	1	2	Apr		May
All Industries/Jurisdictions											
Average Annual Increase	5.3	5.7	3.6	3.3	3.2	2.5	2.9	1.6	2.8	1.3	1.7
Non-COLA	5.3	6.1	3.4	3.3	2.8	2.2	3.8	1.5	2.8	1.2	1.7
COLA	5.2	5.1	4.7	4.6	4.6	4.1	2.0	2.6	2.8	2.1	2.9
First Year Increase	5.6	5.9	3.6	3.3	3.4	1.7	2.7	1.5	2.0	1.2	1.8
Non-COLA	5.7	6.3	3.4	3.2	3.0	1.3	4.0	1.4	2.2	1.1	1.8
COLA	5.2	5.3	5.0	5.3	5.1	4.3	1.3	2.0	1.8	2.1	2.5
Industries											
Primary Industries	4.6	5.4	5.0	5.1	3.9	5.8	3.8	2.2	2.2	-	-
Manufacturing	5.5	5.2	3.8	4.5	2.4	3.6	2.7	1.7	1.3	2.6	2.1
Construction	6.1	6.1	5.1	4.4	5.4	5.8	3.7	3.2	3.2	3.3	2.7
Transp. & Communication	4.5	5.7	3.7	3.8	2.9	2.3	2.7	2.7	3.0	2.1	3.0
Trade-Finance	4.7	6.4	4.2	4.5	2.2	3.3	1.8	2.7	3.2	1.6	3.0
Services	5.8	5.4	3.8	3.0	3.1	4.7	4.0	1.4	3.2	1.0	1.5
Public Administration	4.9	6.1	3.0	3.8	2.7	1.8	2.2	1.6	4.7	1.0	1.8
Jurisdictions											
Newfoundland	5.7	7.0	2.1	1.9	-	2.5	3.0	0.0	-	-	0.0
Prince Edward Island	4.7	5.8	7.2	7.8	4.5	5.2	0.0	2.3	-	-	2.3
Nova Scotia	5.7	5.4	0.5	4.7	0.0	4.1	1.9	1.0	-	1.0	-
New Brunswick	4.6	6.2	2.6	2.4	-	-	-	1.1	-	2.0	1.0
Quebec	5.3	4.8	3.2	3.1	3.1	5.4	3.0	1.1	3.1	1.0	1.3
Ontario	6.5	6.5	5.7	5.0	5.3	5.2	2.4	2.8	2.9	3.1	2.1
Manitoba	4.3	5.1	2.4	3.3	0.6	3.1	2.9	2.9	2.9	3.2	3.2
Saskatchewan	2.9	3.9	4.4	4.6	5.1	2.2	3.8	3.0	2.4	4.5	3.0
Alberta	4.1	5.7	5.3	5.1	6.5	4.5	5.0	3.6	3.4	3.4	3.8
British Columbia	6.9	7.0	4.9	4.8	3.8	4.3	3.6	2.9	2.6	-	3.4
Multi-Province	7.3	6.4	6.8	6.0	7.3	-	-	-	-	-	-
Federal Jurisdiction	4.2	5.5	2.4	4.1	3.2	1.6	2.7	2.5	3.0	2.0	3.0
Public Sector	5.3	5.6	3.5	3.2	2.8	2.4	3.1	1.5	3.4	1.0	1.7
Private Sector	5.3	5.7	4.3	4.5	3.8	3.3	2.7	2.3	1.9	2.7	2.6

OTHER INDICATORS

(year-over-year percentage change)

	1989	1990	1991	1991				1992		1992			Year to date
				2	3	4		1	2	Apr	May	Jun	
Union Wage Rate Index	5.5	5.4	5.4	5.4	5.4	5.2		3.7	3.5	3.4	3.3		
Average Weekly Earnings													
All Industries	4.8	5.0	4.7	5.7	5.3	2.0		4.5		2.0	1.9		
Manufacturing	4.8	5.2	4.8	4.5	4.6	5.1		3.6		4.6	4.0		
Consumer Price Index	5.0	4.8	5.6	6.3	5.7	4.1		1.6	1.5	1.7	1.3	1.1	1.5

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Ontario School Boards	Various Teachers' Unions	31,532	Barg./Med.	August 91/92
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Tent. Agt.	August 91
•Alberta School Districts	Alberta Teachers' Assns.	3 990	Bargaining	August 91/92
•Ontario Hospitals	CUPE, SEIU & OPSEU	30 000	Arbitration	Sept. & Oct. 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•VIA Rail / C.N. Rail	various unions	14 837	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	5 445	Arbitration	December 91
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE & AUPE	33 285	Bargaining	March 92
•Health Labour Rel. Assn. of B.C.	Health Sciences Assn. of B.C.	4 500	Bargaining	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Bargaining	April 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	17 045	Bargaining	June 92
•Hydro-Quebec	CUPE	12 960	Bargaining	December 92

Private Sector

•Ontario Construction	various unions	37 250	Bargaining	April 92
•CP Rail	various unions	7 208	Barg./Conc.	December 91
•Lakehead Terminal Elev. Assoc.	Transp.-Communication Intl. Union	1 500	Med./Arb.	January 91
•Council of Marine Carriers (B.C.)	CBRT & SIU	650	Bargaining	September 91
•Ontario Retail Grocery Stores	U.F.C.W. & R.W.D.S.U.	41 000	Bargaining	Apr.-Jul. 92
•B.C. Telephone	Telecommunications Workers Union	11 074	Bargaining	December 91
•B.C. Hotel Ind. Rel. Assn.	Hotel & Rest. Empls. Int. Union	10 000	Bargaining	May 92
•Air Canada	Machinists	9 000	Bargaining	June 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of New Brunswick	N.B. Teachers' Fedn.	7 500	August 92
•Cami Automotive Inc.	C.A.W.	1 100	September 92
•Cominco Ltd.(Trail, Kimberley B.C.)	Steelworkers	3 700	September 92
•Air Canada	C.A.W.	3 500	September 92
•Canadian Airlines International	Cnd. Airline Pilots' Assn.	1 280	September 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertains to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate. (This replaces the 5.0 per cent rate used prior to 1992.)

Union wage rates: In addition to data on new settlements, the BLI compiles information on wage adjustments effective in the reference period, for all employees under major collective bargaining agreements. The "union wage rate" monitors adjustments - increases, decreases and no changes - in base wage rates from all settlements in force - from those reached in the period, from agreements reached earlier with changes deferred to the period, and those resulting from COLA clauses.

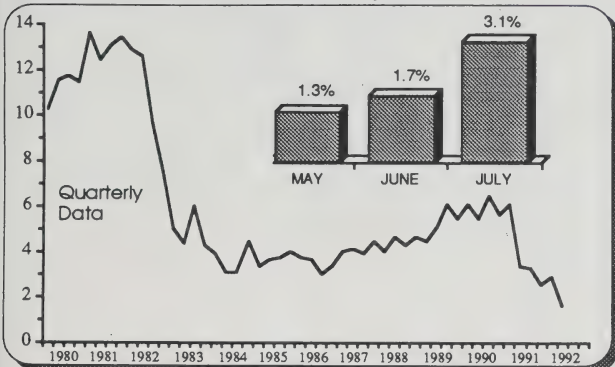


THE WAGE SETTLEMENTS BULLETIN

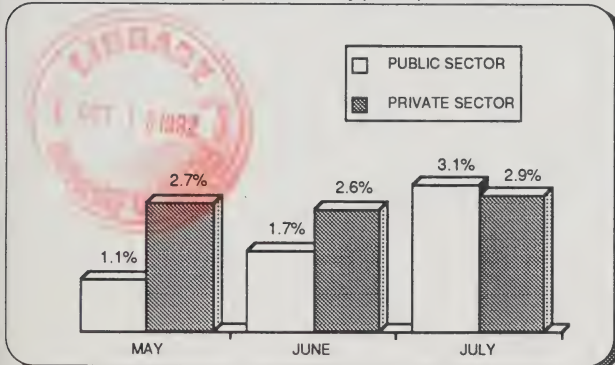
Bureau of
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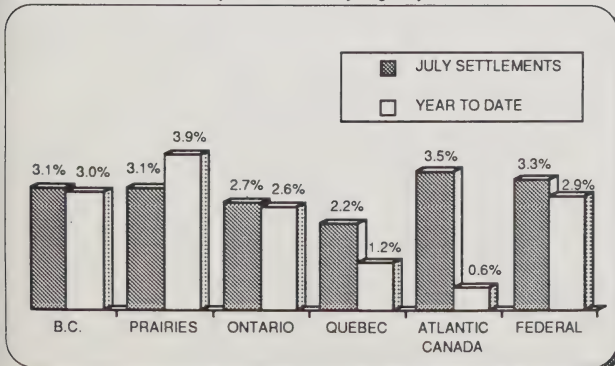
Perspective on base rate increases from major settlements



Base rate increases in July settlements by public/private sector



Base rate increases in July settlements by region/jurisdiction



JULY 1992

Major collective bargaining settlements reached in the month of July provided wage increases averaging 3.1 per cent, compared to 1.7 per cent in June and 1.3 per cent in May. The record low settlement increases in May and June had resulted largely from the impact of public sector wage restraint measures; July's settlements were outside of sectors and jurisdictions with such measures.

The July average of 3.1 per cent is based on a review of the 46 settlements reached in the month, with a coverage of 111,500 employees. (In the first six months of the year, there were on average 46 agreements covering 144,850 employees each month.) When the parties to the July settlements last bargained - with contract durations averaging 27 months - the resulting wage increases averaged 4.1 per cent annually.

Public sector increases averaged 3.1 per cent in July, up from 1.7 per cent in June and 1.1 per cent in May. There were 18 public sector settlements covering 72,000 employees in July. The Canada Post settlement with the Canadian Union of Postal Workers' 45,000 members yielded an average annual increase of 3.4 per cent in the 66-month contract. (The agreement is retroactive to August, 1989, and runs to January, 1995.) Other public sector settlements ratified in July included those covering 8,100 employees of the Canadian National Railway, with increases averaging 3.0 per cent.

In the private sector, increases averaged 2.9 per cent in July, compared to 2.6 per cent in June and 2.7 per cent in May. The 28 private sector settlements in July covered 39,500 employees. Among them were 18,930 Ontario construction workers with increases averaging 2.8 per cent, and 8,775 B.C. forest products employees at 3.2 per cent. (The latter contract followed a 10-month wage freeze.) The Toronto Star's settlement with 1,500 employees provided an average annual increase of 2.3 per cent.

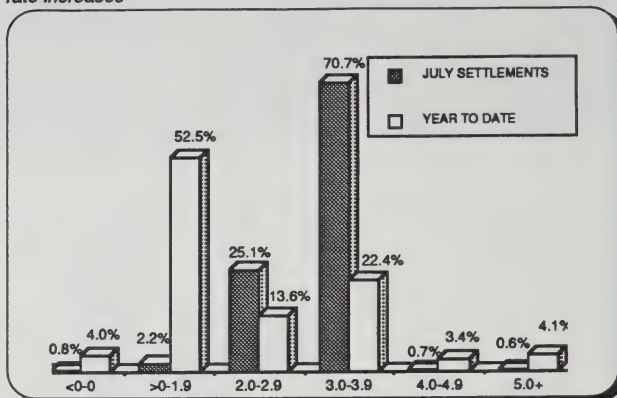
Close to one-half (54,375) of all employees (111,500) in July's settlements were in the Federal jurisdiction, with increases averaging 3.3 per cent. Among major regions, increases ranged from 2.2 per cent for 7,755 employees in Quebec, to 3.5 per cent for 500 employees in a single agreement in Atlantic Canada. In both British Columbia (12,415 employees) and the Prairie provinces (8,924 employees), increases averaged 3.1 per cent. In Ontario, (35,077 employees), the average increase was 2.7 per cent.

•Thus far in 1992 (January-July), over fifty-six per cent of employees in major settlements have received increases below 2.0 per cent. In contrast, in July's settlements, fewer than three per cent of all employees received increases below 2.0 per cent.

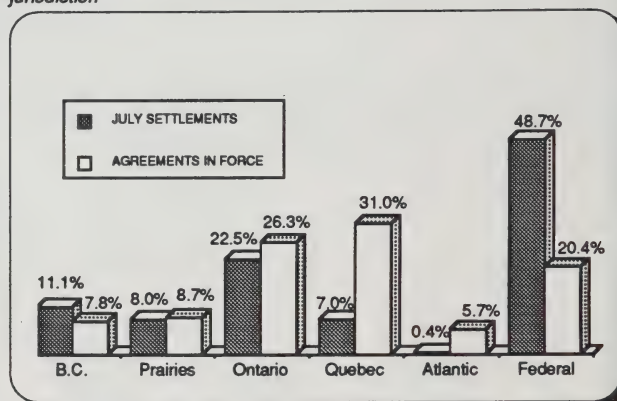
•Seventy per cent of employees with settlements in the year to date received increases below 3.0 per cent, whereas in July only twenty-eight per cent of employees covered received increases below 3.0 per cent.

•Thirty per cent of employees in settlements in the year to date received increases of 3.0 per cent or more whereas 72 per cent of employees covered in July's settlements received increases of 3.0 per cent and more.

Percentage distribution of employees in July settlements by size of base rate increases



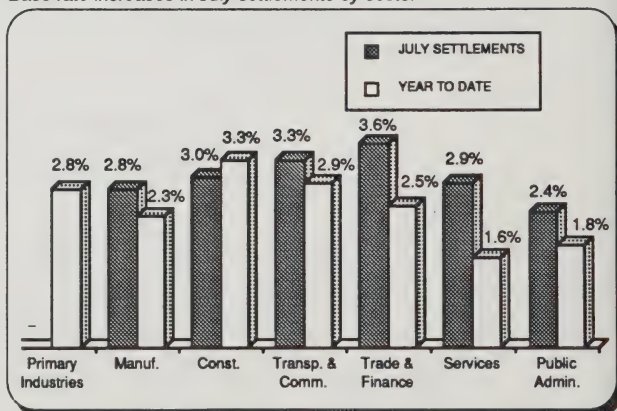
Percentage distribution of employees in July settlements by region/jurisdiction



•Wage increases by industry were as follows:

Manufacturing	2.8%	14,375 empls.
Construction	3.0%	23,280 empls.
Transp. & Comm.	3.3%	55,125 empls.
Trade & Finance	3.6%	1,620 empls.
Services	2.9%	8,271 empls.
Public Admin.	2.4%	8,875 empls.

Base rate increases in July settlements by sector



MAJOR SETTLEMENTS REACHED IN JULY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (16 agreements)	14 375	2.8	2.2	27.0	
Toronto Star Newspaper Ltd., various groups, Ont.	1 500	2.3*	2.0	36	94-12-31
H.J. Heinz Co., plant & maint. empls., Leamington, Ont.	900	0.0	0.0	24	94-04-30
Dow Chemical Can. Inc., prod.&maint. empls., Sarnia, Ont.	600	2.5	3.0	24	94-01-31
Reynolds Can. Metals Co., plant empls., Que.	1 200	2.5*	2.1	36	95-06-30
Qit-Fer et Titane Inc., plant empls., Sorel, Que.	900	2.3*	2.0	36	95-04-29
Halifax-Dartmouth Ind. Ltd., production empls., Halifax	500	3.5	3.0	24	94-04-30
Fletcher Challenge Can., mill empls., B.C. (3 agts.)	2 460	3.2	2.3	24	94-04-30
MacMillan Bloedel Ltd., mill empls., B.C. (3 agts.)	4 015	3.2	2.3	24	94-04-30
Skeena Cellulose Inc., mill empls., Prince-Rupert, B.C.	600	3.2	2.3	24	94-04-30
Prince George Pulp-Paper Ltd., mill empls., B.C.	700	3.2	2.3	24	94-04-30
Northwood Pulp-Timber, mill empls., Prince-George, B.C.	500	3.2	2.3	24	94-04-30
Eurocan Pulp-Paper, mill empls., Kitimat, B.C.	500	3.2	2.3	24	94-04-30
Construction (10 agreements)	23 280	2.8	2.2	36.0	
Plasterers Employer Barg. Agency, plasterers, Ont.	500	2.0	0.5	36	95-04-30
Carpenters Employer Barg. Agency, carpenters, Ont.	14 000	2.8	2.4	36	95-04-30
Interior System Const. Assn., drywall empls., Ont.	800	2.9	1.8	36	95-04-30
Metro Toronto Sewer & Water Const., labourers, drivers & heavy machinery operators, Ont. (2 agts.)	1 500	3.2-3.5	1.6-1.5	36	95-04-30
Master Insulators Assn., insulation workers, Ont.	1 200	3.3	2.8	36	95-04-30
Const. Labour Relations Assn., carpenters, Manitoba	600	2.4	2.4	36	95-04-30
National Capital Road Build. Assn., drivers, labourers, Ont.	930	3.3	2.5	36	95-04-30
Can. Auto Sprinkler Assn., sprinkler fitters, multi-prov.	2 500	3.7	2.6	36	95-04-30
Sheet Metal Air Cond. Const. Nat. Assn., B.C.&Yukon	1 250	3.8	5.0	36	95-04-30
Transportation & Communication (6 agreements)	55 125	3.3	3.4	58.7	
Canadian National, carmen, trainmen, yardmen and conductors, system-wide (3 agts.)	8 100	3.0	3.0	24	93-12-31
Marine Atlantic Inc., unlicensed personnel, Atlantic prov.	1 275	3.0	3.0	36	94-12-31
Emergency Health Service, ambulance empls., Vancouver	750	3.0	3.0	36	95-03-31
Canada Post, letter carriers, couriers, technical and inside workers, Canada-wide	45 000	3.4*	3.5	66	95-01-31
Trade & Finance (2 agreements)	1 620	3.6	3.8	27.0	
Liquor Control Comm. of Manitoba, retail & admin. empls.	520	3.0*	3.0	36	95-03-31
Canada Safeway, retail empls., Regina & Saskatoon	1 100	3.9	4.2	36	94-06-04
Community, Business & Personal Services (8 agreements)	8 271	2.9	3.1	18.6	
Waterloo Bd. of Ed., teachers-secondary, Ont.	1 390	1.3	1.3	12	93-08-31
Brd. Sch. Trust. n° 57, teachers, Prince George, B.C.	1 020	1.7	1.7	12	93-06-30
Carleton Bd. of Ed., teachers-secondary, Ont.	1 082	3.0	2.5	24	93-08-31
Strathcona Sch. Dist. n° 20, teachers, Edmonton	784	2.8	3.0	24	94-03-31
University Hospital Brd., nurses, Edmonton	2 200	2.8	3.0	24	94-03-31
Simon Fraser University, academic staff., Burnaby, B.C.	620	3.6	6.3	24	93-06-30
Calgary Public Library Brd., librarians, Alberta	500	3.8	3.8	12	92-12-31
Regional Munic. of Durham (homes for the aged), service empls., Whitby, Ont.	675	5.2	5.0	24	92-12-31
Public Administration (4 agreements)	8 875	2.4	2.4	18.6	
City of Montreal, inside empls., Que.	2 565	2.0	2.0	12	92-11-30
City of Montreal, firefighters, Que.	1 660	2.2	2.0	24	93-12-31
Montreal Urban Community, inside empls., Que.	1 430	2.0	2.0	12	92-11-30
City of Edmonton, office & tech. empls., Alberta	3 220	3.0	3.0	24	93-12-25
Agreements with COLA (5 agreements)	49 120	3.3	3.4	63.5	
Agreements without COLA (41 agreements)	62 426	2.9	2.6	27.6	
All agreements (46 agreements)	111 546	3.1	3.0	43.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1989	1990	1991	1991				1992				Year to date	Nov-Jan	Feb-Apr	May-Jul	1992		
				2		3		4		1						2		
All Industries/Jurisdictions	5.3	5.7	3.6	3.3	3.2	3.2	2.5	2.9	1.6	2.0		4.2	2.7	1.7	1.3	1.7	3.1	
	5.3	6.1	3.4	3.3	2.8	2.2	2.2	3.8	1.5	1.9		4.5	3.2	1.5	1.2	1.7	2.9	
	5.2	5.1	4.7	4.6	4.6	4.1		2.0	2.6	2.5		3.3	2.2	2.9	2.3	2.9	3.3	
First Year Increase	5.6	5.9	3.6	3.3	3.4	3.4	1.7	2.7	1.5	1.9		4.3	2.2	1.7	1.2	1.8	3.0	
Non-COLA	5.7	6.3	3.4	3.2	3.0	3.0	1.3	4.0	1.4	1.8		4.8	3.0	1.5	1.1	1.8	2.6	
COLA	5.2	5.3	5.0	5.3	5.1	5.1	4.3	1.3	2.0	2.1		3.2	1.4	2.9	2.2	2.5	3.4	
Industries	4.6	5.4	5.0	5.1	3.9	3.9	5.8	3.8	2.2	2.8		5.8	2.8	-	-	-	-	
	5.5	5.2	3.7	4.5	2.3	3.6	3.6	2.7	1.8	2.2		3.4	1.7	2.8	3.0	2.3	2.8	
	6.1	6.1	5.1	4.4	5.5	5.8	5.8	3.7	3.2	3.3		5.8	3.4	3.1	3.3	2.7	3.0	
	4.5	5.7	3.7	3.8	2.9	2.3	2.3	2.6	2.7	2.9		4.4	2.4	3.0	2.1	3.0	3.3	
	4.7	6.4	4.2	4.5	2.2	3.3	3.3	1.9	2.7	2.5		2.7	1.9	2.9	1.6	3.0	3.6	
	5.8	5.5	3.8	3.0	3.0	4.7	4.7	4.0	1.4	1.6		4.6	3.4	1.3	1.0	1.5	2.9	
	4.9	6.1	3.0	3.8	2.7	1.8	1.8	2.2	1.6	1.8		3.6	2.5	1.3	1.0	1.8	2.4	
Jurisdictions	5.7	7.0	2.1	1.9	-	-	2.5	3.0	0.0	0.1		2.5	3.0	0.0	-	0.0	-	
	4.7	5.8	7.2	7.8	4.5	5.2	5.2	0.0	2.3	0.6		5.2	0.0	2.3	-	2.3	-	
	5.7	5.4	0.5	4.7	0.0	4.1	4.1	1.9	1.0	2.0		-	1.9	2.2	1.0	-	3.5	
	4.6	6.2	2.6	2.4	-	-	-	-	1.1	1.1		-	-	1.1	2.0	1.0	-	
	5.3	4.8	3.2	3.1	3.1	5.4	5.4	3.0	1.1	1.2		5.6	3.0	1.1	1.0	1.3	2.2	
	6.5	6.5	5.7	5.0	5.3	5.2	5.2	2.4	2.8	2.6		4.8	2.4	2.7	3.2	2.2	2.7	
	4.3	5.1	2.4	3.3	0.6	3.2	3.2	3.0	2.9	2.9		3.2	2.9	2.8	2.3	3.2	2.7	
	2.9	3.9	4.4	4.6	5.1	2.2	2.2	3.8	3.0	3.2		-	2.8	3.4	4.5	3.0	3.9	
	4.1	5.7	5.3	5.1	6.5	4.5	4.5	5.0	3.6	4.0		5.1	4.5	3.5	3.4	3.8	3.1	
	6.9	7.0	4.9	4.8	3.8	4.3	4.3	3.6	2.9	3.0		3.6	2.7	3.3	3.4	3.4	3.1	
	7.3	6.4	6.8	6.0	7.3	-	-	-	-	3.7		-	-	-	-	-	-	3.7
	4.2	5.5	2.4	4.1	3.2	1.6	1.6	2.6	2.5	2.9		4.1	2.7	3.0	2.0	3.0	3.3	
	5.3	5.6	3.5	3.2	2.8	2.4	2.4	3.1	1.5	1.9		4.3	2.9	1.5	1.1	1.7	3.1	
	5.3	5.8	4.3	4.5	3.8	3.3	3.3	2.7	2.4	2.6		3.9	2.2	2.8	2.7	2.6	2.9	

OTHER INDICATORS

(year-over-year percentage change)

	1989	1990	1991	1991				1992				Year to date	Nov-Jan	Feb-Apr	May-Jul	1992			
				2	3	4	1992		1	2	3					4	May	Jun	Jul
							1	2											
Union Wage Rate Index																			
Average Weekly Earnings	5.5	5.4	5.4	5.4	5.4	5.2	5.2	3.7	3.5	3.5	3.5		4.7	3.5	3.5	3.3	3.6	3.6	
All Industries	4.8	5.0	4.7	5.7	5.3	2.0	2.0	4.5	1.9							2.0	2.2	1.5	
Manufacturing	4.8	5.2	4.8	4.5	4.6	5.1	5.1	3.6	4.3							4.6	4.4	3.8	
Consumer Price Index	5.0	4.8	5.6	6.3	5.7	4.1	4.1	1.6	1.5	1.5	1.5		3.2	1.6	1.2	1.3	1.1	1.3	

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Ontario School Boards	Various Teachers' Unions	29 320	Barg./Med.	August 91/92
•Ontario Council of Regents	Ont. Public Service Empls. Union	8 800	Tent. Agt.	August 91
•Alberta School Districts	Alberta Teachers' Assns.	3 990	Bargaining	August 91/92
•Ontario Hospitals	CUPE, SEIU & OPSEU	30 000	Arbitration	Sept. & Oct. 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•VIA Rail / C.N. Rail	various unions	8 500	Barg./Conc./Tent. Agt.	December 91
•Government of Saskatchewan	CUPE, Service empls. & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	5 445	Arbitration	December 91
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE	19 335	Barg./Tent.	March 92
•Health Labour Rel. Assn. of B.C.	Health Sciences Assn. of B.C.	4 500	Bargaining	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Bargaining	April 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	17 045	Bargaining	June 92
•Government of New Brunswick	N.B. Teachers' Federation	7 500	Bargaining	August 92
Private Sector				
•Ontario Construction	various unions	18 250	Barg./Work-Stop./Tent.	April 92
•CP Rail	various unions	2 000	Barg./Tent.	December 91
•Council of Marine Carriers (B.C.)	CBRT & SIU	650	Conciliation	September 91
•Ontario Retail Grocery Stores	U.F.C.W. & R.W.D.S.U.	41 000	Bargaining	Apr.-Jul. 92
•Air Canada	Machinists, C.A.W.	12 500	Bargaining	June-Sept. 92
•Canadian Airlines International	Cdn. Airline Pilots' Assn.	1 280	Bargaining	September 92
•McDonnell Douglas Can. Inc.	C.A.W.	2 500	Bargaining	October 92
•Cami Automotive Inc.	C.A.W.	1 100	Post Conc.	September 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Cominco Ltd.(Trail, Kimberley B.C.)	Steelworkers	3 700	September 92
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	December 92
•City of Toronto	C.U.P.E.	14 195	December 92
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	December 92
•Purolator Courier	Teamsters	3 700	December 92

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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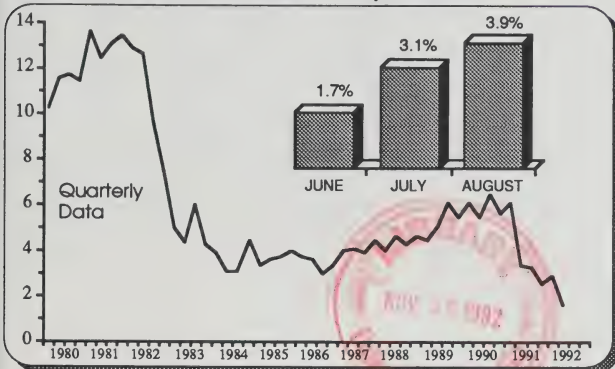


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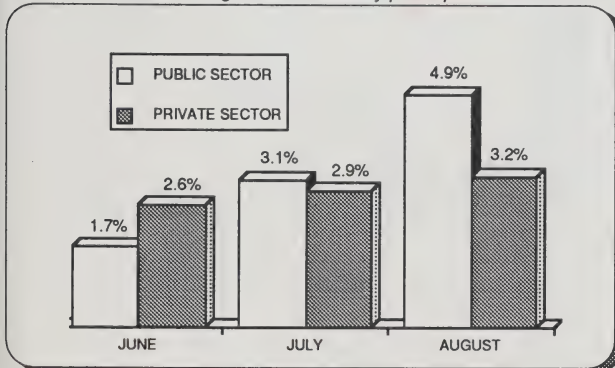
THE WAGE SETTLEMENTS BULLETIN

October 1992
Volume 3, Issue 10

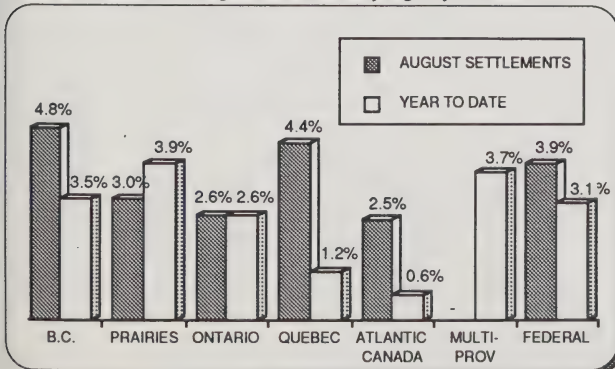
Perspective on base rate increases from major settlements



Base rate increases in August settlements by public/private sector



Base rate increases in August settlements by region/jurisdiction



August 1992

Major collective bargaining settlements reached in the month of **August** provided wage increases averaging **3.9 per cent**, an increase from 3.1 per cent in July and 1.6 per cent in the April-June quarter. The low second-quarter figures resulted from modest public sector settlements in several jurisdictions, notably Quebec. With no such settlements in August, the overall results for the month showed an increase.

The August average of 3.9 per cent results from 32 settlements covering 92,300 employees. When the parties to these contracts last bargained - with contract durations averaging 29 months - the resulting wage increases averaged 6.1 per cent.

Public sector settlements in August provided increases averaging **4.9 per cent** to 39,000 employees, up from 3.1 per cent in July and 1.5 per cent in the second quarter. The B.C. public sector's 34,500 employees with settlements averaging 5.1 per cent, accounted for the vast majority of employees in the month's settlements; for the other 4,500 public sector employees in August's settlements, increases averaged 3.2 per cent.

Private sector increases averaged **3.2 per cent** in August for 53,300 employees, up slightly from 2.9 per cent in July and 2.6 per cent in the second quarter. Included in the calculations for the private sector are 3,000 B.C. Insurance Corporation employees at 5.4 per cent, and 11,000 B.C. Telephone employees at 4.2 per cent. For the remaining 39,300 private sector employees, increases averaged 2.8 per cent - a figure more consistent with private sector increases in the earlier months of the year. In other individual private sector settlements, increases for 4,000 fish processors in B.C. averaged 2.2 per cent; for 11,200 A&P employees in Ontario the average increase was 2.0 per cent, and for 12,270 Ontario construction employees increases averaged 2.7 per cent.

Forty-six per cent (42,766) of all employees in August's settlements were in the British Columbia jurisdiction, with increases averaging 4.8 per cent. Another 11,000 B.C. Telephone employees in the federal jurisdiction gained increases of 4.2 per cent, and for all 16,946 employees in the federal jurisdiction, the average increase was 3.9 per cent. In the Prairie provinces, (2,300 employees), increases averaged 3.0 per cent; in Ontario (25,625 employees), the average increase was 2.6 per cent; in Quebec (3,361 employees), 4.4 per cent and in Atlantic Canada (1,300 employees), 2.5 per cent.

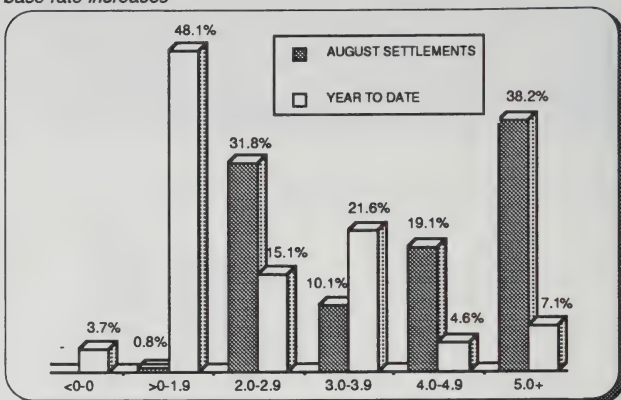
•Thus far in 1992 (January-August), approximately fifty-two per cent of employees in major settlements have received increases below 2.0 per cent. In August's settlements, fewer than one per cent of all employees received increases below 2.0 per cent. The year-to-date settlements below the 2.0 per cent level were mainly in the public sector in the first half of the year. Sixty-one per cent of employees in August's settlements received increases ranging from 2.0 to 4.9 per cent, compared to forty-one per cent in year-to-date settlements; thirty-eight per cent received wage gains of 5.0 per cent and above, compared to seven per cent in year-to-date settlements.

•Contracts in the British Columbia jurisdiction covering 42,766 employees accounted for close to one half (46.3%) of employees in August's settlements, compared to a 9.5 per cent representation in all agreements in force. Ontario (25,625 employees) accounted for 27.8 per cent of all employees in the month's settlements, while having 26.4 per cent of employees in agreements in force. The Federal jurisdiction with 18.4 per cent of all employees (16,946) in the month's settlements, has a 20.4 per cent representation in all agreements in force. Other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

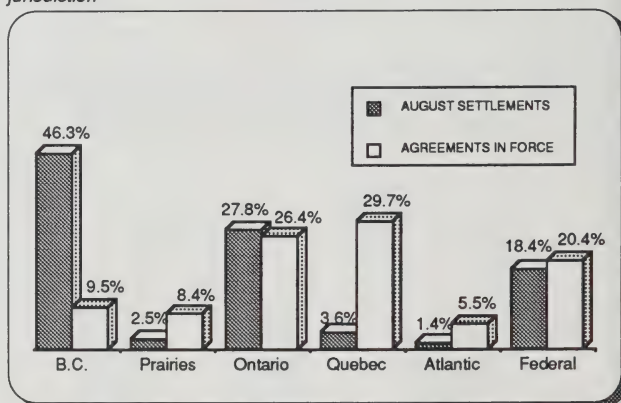
•Wage increases by industry in August were as follows:

Manufacturing	3.5%	8,986 empls.
Construction	2.7%	13,570 empls.
Transp. & Comm.	3.8%	19,246 empls.
Trade & Finance	2.7%	14,200 empls.
Services	3.8%	4,295 empls.
Public Admin.	5.2%	32,001 empls.

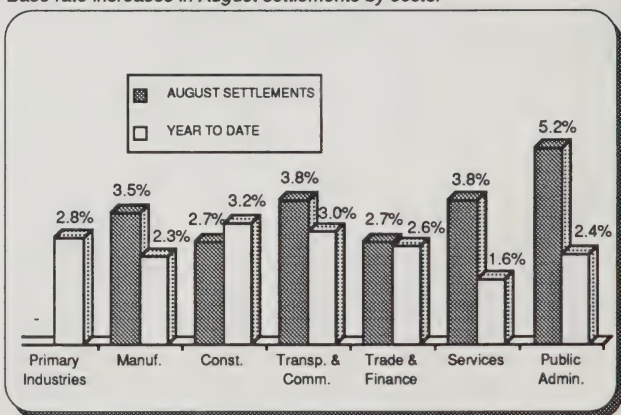
Percentage distribution of employees in August settlements by size of base rate increases



Percentage distribution of employees in August settlements by region/jurisdiction



Base rate increases in August settlements by sector



MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (7 agreements)	8 986	3.5	1.6	31.5	
Fish Processors' Barg. Assn., cannery, fresh fish & cold storage empls., B.C., (2 agts.)	4 000	2.2	0.0	24	94-04-15
Imasco Ltd. (Imperial Tobacco), production empls., Montréal, Que. & Guelph, Ont., (2 agts.)	1 400	4.5	5.0	24	94-04-14
Carlton Cards Ltd., maint. & plant empls., Toronto, Ont.	950	5.0	5.1	36	95-01-31
Kenworth Canada, plant empls., Ste-Thérèse, Que.	636	4.4 *	3.6	36	95-07-31
Molson O'Keefe Breweries, prod. empls., Que.	2 000	4.3 *	0.0	48	94-12-31
Construction (8 agreements)	13 570	2.7	1.6	35.4	
Const. Mgt. Bureau, carpenters, Nova Scotia	1 300	2.5	2.7	36	95-04-30
Ont. Carpentry Contract Assn., carpenters, Ont.	700	0.5	0.9	24	94-04-30
Rodmen Employer Barg. Agency, rodmen, Ont.	1 000	2.9	1.8	36	95-04-30
Labourers Employer Barg. Agency, labourers, Ont.	8 000	2.8	1.5	36	95-04-30
Metro Toronto Rd. Builders Assn., labourers, Ont.	530	2.9	3.5	36	95-04-30
Arch. Glass & Metal Cont., glaziers, Ont.	800	2.5	0.0	36	95-04-30
Metro Plumb-Heat Cont. Assn., plumbers, Toronto, Ont.	700	3.6	1.9	36	95-04-30
Toronto Residential Air Handle Group, sheet metal workers, Ont.	540	2.8	0.7	36	95-04-30
Transportation & Communication (7 agreements)	19 246	3.8	4.0	27.0	
C.P. Ltd., conductors etc., Eastern and Prairie Regions, (2 agts.)	3 400	3.0	3.0	24	93-12-31
Cargill Ltd., Man. Pool Elevators & others, grain elevator empls., Thunder Bay, Ont.	814	5.5 *	6.5	36	94-01-31
B.C. Telephone Co., communication workers, B.C.	11 074	4.2	4.5	24	93-12-31
Manitoba Telephone System, communic. workers, Man.	2 300	3.0 *	3.0	36	94-12-27
St Lawrence Seaway Authority, operational & maintenance empls., Ont. & Que.	693	3.0 *	3.0	36	94-12-31
Marine Atlantic, terminal empls., Atlantic provinces	965	3.0	3.0	36	94-12-31
Trade & Finance (3 agreements)	14 200	2.7	2.3	24.0	
A & P, retail empls. (full & part-time), Ont., (2 agts.)	11 200	2.0	1.0	24	94-06-13
Insurance Corp. of B.C., office empls., B.C.	3 000	5.4	7.0	24	93-09-30
Community, Business & Personal Services (4 agreements)	4 295	3.8	4.1	24.6	
C. P. Hotels, service empls., Vancouver, B.C.	515	2.4	2.1	24	94-07-31
Pacific National Ex., service workers, Vancouver, B.C.	750	3.3 *	3.4	36	94-12-31
York Region Board of Education, office empls., Ont.	530	5.1	5.1	12	92-12-31
Continuing Care Empl. Rel. Assn., non medical, B.C.	2 500	4.0	4.5	24	93-03-31
Public Administration (3 agreements)	32 001	5.2	7.7	29.6	
B.C. Assessment Authority, service empls., B.C.	550	3.0	3.0	24	93-12-31
Govt. of B.C., (master agt. - wages), B.C.	29 950	5.4 *	8.0	32	94-03-31
Govt. of B.C., professional empls., B.C.	1 501	2.7	3.5	24	93-11-30
Agreements with COLA (7 agreements)	37 143	5.1	7.0	33.4	
Agreements without COLA (25 agreements)	55 155	3.2	2.7	27.1	
All agreements (32 agreements)	92 298	3.9	4.4	29.6	

agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

*: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1989	1990	1991	1992				Year to		1992		1992	
				1991		1992		date	date	Jun	Jul	Aug	Aug
				2	3	4	1						
All Industries/Jurisdictions													
Average Annual Increase	5.3	5.6	3.6	3.3	3.2	2.5	2.9	1.6	2.2				
Non-COLA	5.3	6.1	3.4	3.3	2.8	2.2	3.8	1.5	2.0	1.7	3.1	3.9	
COLA	5.2	5.1	4.7	4.6	4.6	4.1	2.0	2.4	2.8	1.7	2.9	3.2	
First Year Increase	5.6	5.9	3.6	3.3	3.4	1.7	2.7	1.4	2.1	1.8	3.0	4.4	
Non-COLA	5.7	6.3	3.4	3.2	3.0	1.3	4.0	1.4	1.9	1.8	2.6	2.7	
COLA	5.2	5.3	5.0	5.3	5.1	4.3	1.3	1.6	2.6	2.5	3.4	7.0	
Industries													
Primary Industries	4.6	5.4	4.9	5.1	3.9	5.8	3.8	2.2	2.8				
Manufacturing	5.5	5.1	3.8	4.6	2.3	3.6	2.7	1.8	2.3	2.3	2.7	3.5	
Construction	6.1	6.1	5.1	3.4	5.4	5.8	3.7	3.2	3.2	3.8	3.0	2.7	
Transp. & Communication	4.5	5.7	3.7	3.8	2.9	2.3	2.6	2.7	3.0	3.9	2.2	3.3	
Trade-Finance	4.7	6.4	4.2	4.5	2.2	3.3	1.9	2.7	2.6	2.4	2.4	2.8	
Services	5.8	5.5	3.8	3.0	3.0	4.7	4.0	1.4	1.6	3.9	1.4	1.6	
Public Administration	4.9	6.1	3.0	3.8	2.7	1.8	2.2	1.6	2.4	2.5	1.5	3.7	
Jurisdictions													
Newfoundland	5.7	7.0	2.1	1.9	-	2.5	3.0	0.0	0.1	3.0	-	-	
Prince Edward Island	4.7	5.8	7.2	7.8	4.5	5.2	0.0	2.3	0.6	-	0.0	2.3	
Nova Scotia	5.7	5.4	0.5	4.7	0.0	4.1	1.9	1.0	2.1	-	1.7	2.8	
New Brunswick	4.6	6.2	2.6	2.4	-	-	1.1	1.1	1.1	-	2.0	1.0	
Quebec	5.3	4.8	3.2	3.1	3.1	5.4	3.0	1.1	1.2	3.7	1.0	1.4	
Ontario	6.5	6.5	5.7	5.1	5.3	5.2	2.4	2.8	2.6	2.5	2.8	2.6	
Manitoba	4.3	5.0	2.4	3.3	0.6	3.2	3.0	2.9	2.9	3.1	2.7	3.0	
Saskatchewan	2.9	3.9	4.4	4.6	5.1	2.2	3.8	3.0	3.2	3.2	3.2	3.0	
Alberta	4.1	5.7	5.3	5.1	6.5	4.5	5.0	3.6	4.2	4.9	4.3	3.5	
British Columbia	6.9	7.0	4.9	4.8	3.8	4.3	3.6	2.7	3.5	4.0	2.3	4.1	
Multi-Province	7.3	6.4	6.8	6.0	7.3	-	-	-	3.7	-	-	3.7	-
Federal Jurisdiction	4.2	5.5	2.4	4.1	3.2	1.6	2.6	2.5	3.1	3.3	2.2	3.4	
Public Sector	5.3	5.6	3.5	3.2	2.8	2.4	3.1	1.5	2.0	3.0	1.5	2.4	
Private Sector	5.3	5.7	4.3	4.6	3.8	3.3	2.7	2.4	2.7	3.5	2.2	3.1	
										1.7	3.1	4.9	
										2.6	2.9	3.2	

OTHER INDICATORS

(year-over-year percentage change)

	1989	1990	1991	1992				Year to		1992		1992	
				1991		1992		date	date	Jun	Jul	Aug	Aug
				2	3	4	1						
Union Wage Rate Index													
Average Weekly Earnings	5.5	5.4	5.4	5.4	5.4	5.2	3.7	3.5	3.7	3.8	3.8	3.7	
All Industries	4.8	5.0	4.7	5.7	5.3	2.0	4.5	1.9		1.5	1.3		
Manufacturing	4.8	5.2	4.8	4.5	4.6	5.1	3.6	4.3		3.8	3.9		
Consumer Price Index	5.0	4.8	5.6	6.3	5.7	4.1	1.6	1.5	1.4	1.1	1.3	1.2	

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
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•Ontario School Boards	Various Teachers' Unions	28 420	Barg./Med.	August 91/92
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•Ontario Hospitals	CUPE, SEIU & OPSEU	30 000	Arbitration	Sept. & Oct. 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•VIA Rail / C.N. Rail	various unions	6 500	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, SEIU & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	5 445	Arbitration	December 91
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta Healthcare Assn.	United Nurses of Alta., CUPE	7 335	Bargaining	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Bargaining	April 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	18 020	Bargaining	June 92
•Government of New Brunswick	N.B. Teachers' Federation	7 500	Tent. Agt.	August 92

Private Sector

•CP Rail	various unions	2 000	Barg./Tent.	December 91
•Council of Marine Carriers (B.C.)	CBRT & GW	550	Conciliation	September 91
•Electrical Power Systems Construction Association	UA (plumbers) & IBEW	2 000	Barg./Tent.	April 92
•Ontario Retail Grocery Stores	U.F.C.W. & R.W.D.S.U.	30 400	Barg./Conc.	Apr.-Jul. 92
•Air Canada	Pilots, Machinists, CAW	14 350	Bargaining	June-Sept. 92
•Canadian Airlines International	Pilots	1 280	Bargaining	September 92
•McDonnell Douglas Can. Inc.	CAW	2 750	Bargaining	October 92
•Cami Automotive Inc.	CAW	2 100	Work Stop.	September 92
•Cominco Ltd.(Trail, Kimberley B.C.)	Steelworkers	3 300	Bargaining	September 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	December 92
•City of Toronto	CUPE	14 195	December 92
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	December 92
•Purolator Courier	Teamsters	3 700	December 92
•Montreal U.C. Transit Commission	various unions	6 800	January 93
•Toronto Hydro	CUPE	1 115	January 93
•Hotel Employer's Group of Toronto	Hotel & Restaurant Empls. Intl. Union	4 000	January 93
•Canadian Airlines International	CUPE (flight attendants)	3 000	January 93

EXPLANATORY NOTES

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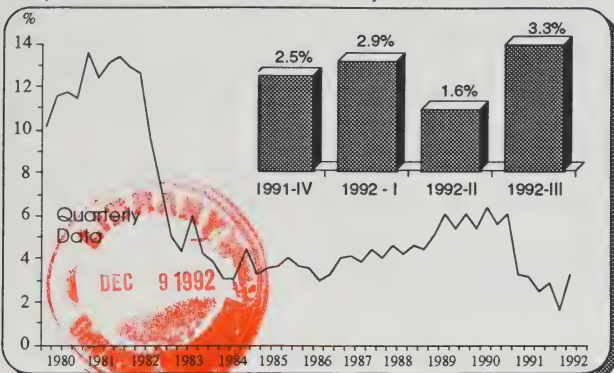
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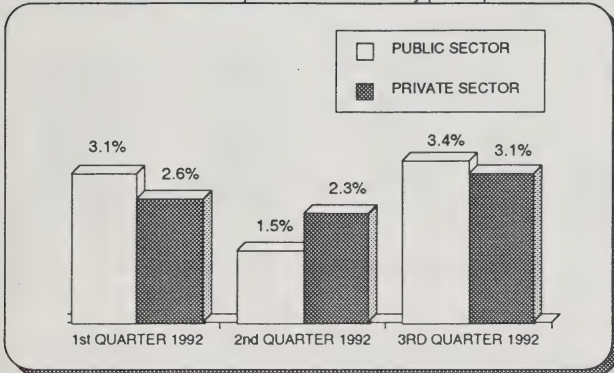
THE WAGE SETTLEMENTS BULLETIN

November 1992
Volume 3, Issue 11

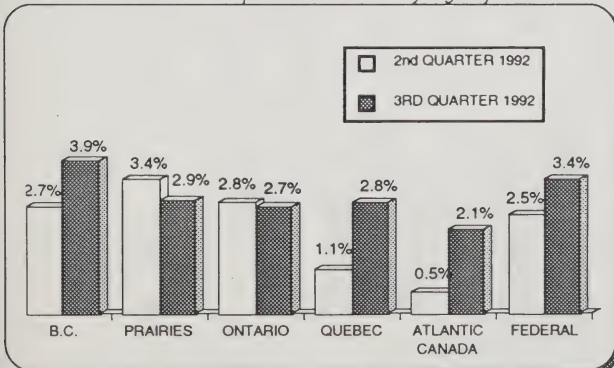
Perspective on base rate increases from major settlements



Base rate increases in third quarter settlements by public/private sector



Base rate increases in third quarter settlements by region/jurisdiction



THIRD QUARTER 1992

•Wage increases in **third-quarter** collective bargaining settlements averaged **3.3 per cent**, an increase from the second quarter's record low of 1.6 per cent, which had resulted largely from restrained public sector increases in Quebec, Newfoundland and New Brunswick. (Excluding those settlements, the remaining 232,966 employees in second quarter settlements gained increases averaging 2.7 per cent.)

The third quarter average resulted from 107 contract settlements covering 264,307 employees. When the parties to those third quarter settlements previously negotiated - with contract durations averaging 26 months - the resulting wage increases averaged 5.5 per cent. For the 1,136,900 employees in the 384 agreements reached in the first three quarters of 1992, wage increases averaged 2.2 per cent.

•**Public sector** increases averaged **3.4 per cent** in the third quarter, up from 1.5 per cent in the second. There were 43 public sector settlements covering 149,018 employees in the third quarter. For 53,928 employees in the British Columbia public sector, increases averaged 4.1 per cent; for 12,229 in Alberta, 2.8 per cent, and for 15,649 in Ontario, 2.4 per cent. A 66-month contract with the Canadian Union of Postal Workers' 45,000 members yielded an increase of 3.4 per cent.

•**Private sector** increases averaged **3.1 per cent** in the third quarter, an increase from 2.3 per cent in the second. The 64 private sector settlements in the third quarter covered 115,289 employees. Ontario private sector settlements covering 62,150 employees provided increases averaging 2.7 per cent; the majority (46,500 employees) were in the construction sector with increases of 2.9 per cent. In British Columbia, wage increases in private sector settlements for 21,099 employees averaged 3.3 per cent; they included 9,365 forest products workers at 3.2 per cent, 4,000 fish processors at 2.2 per cent, and 3,000 B.C. Insurance Corporation employees at 5.4 per cent. Private sector settlements in the Federal jurisdiction in the third quarter included 11,074 B.C. Telephone employees with increases of 4.2 per cent, and 5,217 Canadian Pacific rail employees at 3.0 per cent.

•Wage increases were above the national average in British Columbia at 3.9 per cent (75,027 employees) and in the Federal jurisdiction at 3.4 per cent (75,907 employees). In Ontario with the largest number of employees (77,799), increases averaged 2.7 per cent. In the Prairie provinces (18,819 employees), the average increase was 2.9 per cent, in Québec (11,830 employees), 2.8 per cent, and in Atlantic Canada (2,425 employees), 2.1 per cent.

Le Bulletin est également disponible en français.

Canada

SEPTEMBER 1992

•Wage increases from major collective bargaining settlements reached in **September** averaged **2.8 per cent**, compared to 3.8 per cent in August, and 3.1 per cent in July.

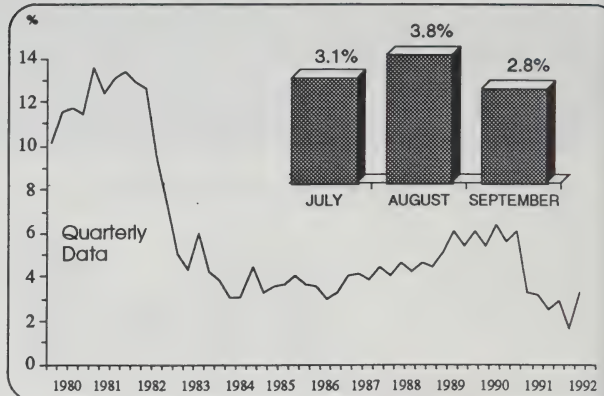
•The September results are based on a review of 27 agreements reached in the month, covering 59,612 employees. When the parties to these contracts last bargained - with contract durations averaging 23 months - the resulting increases averaged 5.2 per cent, compared with the 2.8 per cent in their September settlements.

•In the **public sector**, increases averaged **2.6 per cent** for 40,779 employees in 17 September settlements. This is a decline from August's figure of 4.6 per cent, and July's 3.2 per cent. Wage adjustments in September public sector settlements ranged from a one-year wage freeze for 625 public sector office and clerical employees of the P.E.I. Government, to 4.0 per cent for 1,700 employees with the B.C. Association of Private Care Homes. Other public sector settlements in September included those covering 8,500 community college teachers with the Ontario Council of Regents with an average annual increase of 2.1 per cent over three years, and two consecutive one-year settlements of 3.9 and 2.1 per cent for 7,500 paramedical employees of the B.C. Health Labour Relations Association.

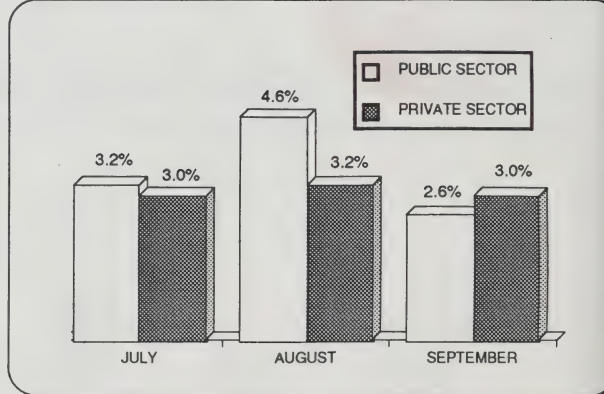
•**Private sector** increases averaged **3.0 per cent** for 18,833 employees in 10 September settlements, compared with 3.2 per cent in August, and 3.0 per cent in July. Private sector wage adjustments in September ranged from 2.4 per cent for 969 miners with Quintette Coal Ltd. in British Columbia, to 3.7 per cent for 760 service and maintenance employees with the New Brunswick Telephone Co. However, the majority of employees in private sector agreements in September were in Ontario (13,300 employees) with increases averaging 3.0 per cent.

•Wage increases in September were highest in Saskatchewan at 3.5 per cent (2,000 employees) and the overall average for the Prairie region was 2.7 per cent (7,595 employees). In the Federal jurisdiction the average was 3.1 per cent (5,560 employees), in B.C. 3.0 per cent (19,846 employees), in Quebec 2.8 per cent (714 employees), and in Ontario 2.6 per cent (25,272 employees). In Atlantic Canada, there was one agreement (PEI) with a wage freeze (625 employees).

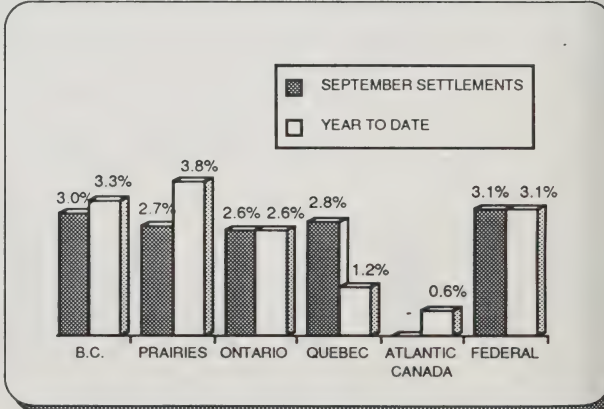
Base rate increases from major settlements

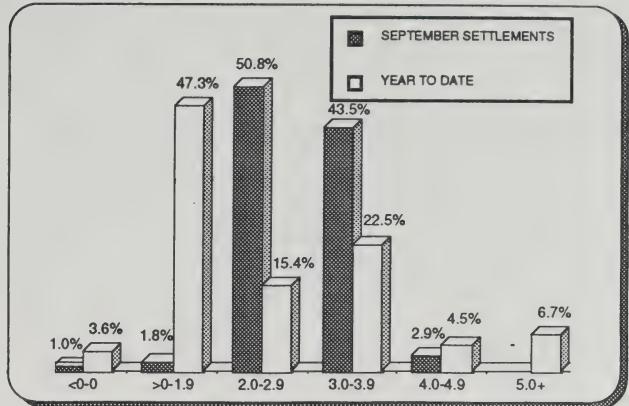


Base rate increases in September settlements by public/private sector



Base rate increases in September settlements by region/jurisdiction

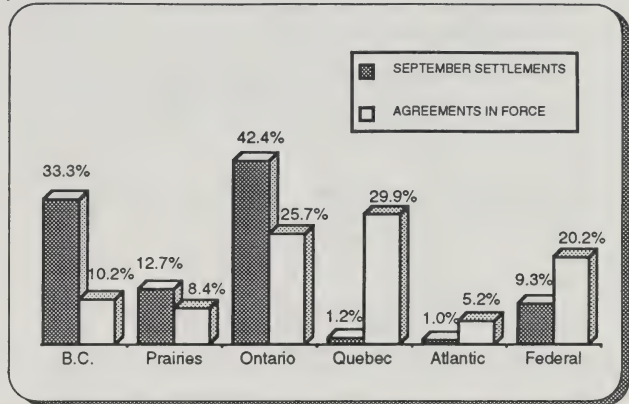


Percentage distribution of employees in September settlements by size of base rate increases

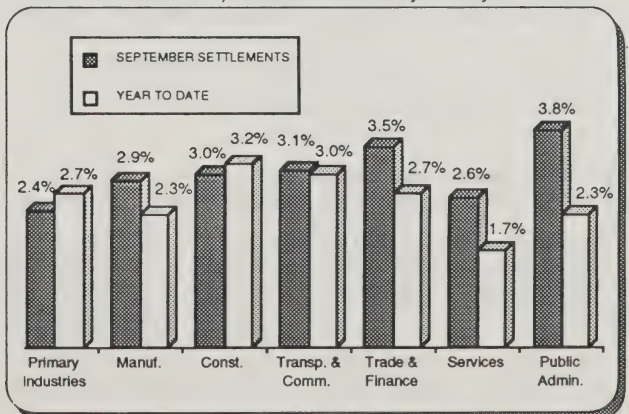
•Wage increases in September settlements were heavily concentrated in the 2.0 per cent to 3.9 per cent range, with ninety-four per cent of all employees in the month; in settlements for January through September, thirty-eight per cent of employees received increases in that (2.0 to 3.9 per cent) range.

Approximately three per cent (1,727) of employees in September settlements received increases of less than 2.0 per cent, compared to fifty-one per cent in the year-to-date total.

Close to three per cent of employees in September settlements received increases above 4.0 per cent, compared to eleven per cent of employees in the year-to-date settlements.

Percentage distribution of employees in September settlements by region/jurisdiction

•Settlements in Ontario covering 25,272 employees accounted for 42.4 per cent of employees in September settlements, compared to a 25.7 per cent coverage in all agreements in force. In British Columbia, with a 10.2 per cent representation in all agreements in force, employee coverage of 19,846 represented 33.3 per cent of employees in September settlements. In the Prairies, with 8.4 per cent of employees in all agreements in force, the employee coverage of 7,595 represented 12.7 per cent of employees in September settlements. The remaining jurisdictions were all under-represented in September settlements, when compared to the universe of agreements in force.

Base rate increases in September settlements by industry

•Wage increases by industry were as follows:

Primary Industries	2.4%	969 empls.
Manufacturing	2.9%	1,804 empls.
Construction	3.0%	13,300 empls.
Trans. & Comm.	3.1%	7,755 empls.
Trade & Finance	3.5%	2,000 empls.
Services	2.6%	33,224 empls.
Public Admin.	3.8%	560 empls.

MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries (1 agreement)	969	2.4	2.2	36.0	
Quintette Coal Ltd., miners, Tumbler Ridge (B.C.)	969	2.4	2.2	36	95-05-31
Manufacturing (3 agreements)	1 804	2.9	2.3	32.1	
Firestone Canada inc., plant empls., Joliette (Que.)	714	2.8 *	2.4	36	95-08-31
Scott Paper Ltd., plant empls., New Westminster (B.C.)	590	3.2	2.3	24	94-04-30
Metal Industries Assn., Burnaby & other centers production empls. (B.C.)	500	2.5	2.1	36	95-01-31
Construction (4 agreements)	13 300	3.0	1.1	36.0	
Ontario Erectors Assn., iron workers, (Ont.)	5 000	3.1	1.9	36	95-04-30
Masonry Ind. Employers Council, bricklayers (Ont.)	4 000	2.8	0.3	36	95-04-30
Operators Eng. Employers Bargaining Agency, operating engineers (Ont.)	2 500	3.1	1.7	36	95-04-30
Ontario Painting Construction Assn., painters (Ont.)	1 800	2.7	0.0	36	95-04-30
Transportation & Communication (5 agreements)	7 755	3.1	3.2	25.2	
C.N. Railway Co., conductors & others	4 800	3.0	3.0	24	93-12-31
System-Wide (2 agreements)					
City of Edmonton, transit empls. (Alberta)	1 425	3.0	3.0	24	93-12-25
City of Edmonton, power house empls. (Alberta)	770	3.0	3.0	24	93-12-25
New Brunswick Telephone Co. Ltd., craft & service empls. (N.B.)	760	3.7	5.0	36	95-04-01
Trade & Finance (1 agreement)	2 000	3.5	4.2	48.0	
OK Economy (div. of Westfair), retail empls., Saskatoon (Sask.)	2 000	3.5	4.2	48	95-05-20
Community, Business & Personal Services (12 agreements)	33 224	2.6	2.1	20.1	
Government of P.E.I., admin. support & maint. empls.	625	0.0	0.0	12	93-06-30
Essex Cnty Bd. of Ed., teachers-primary (Ont.)	600	2.0 *	1.3	24	94-08-31
Simcoe Cnty Bd. of Ed., office & tech. empls. (Ont.)	597	2.6	3.0	24	93-12-31
Brd. of School Trustees, district n° 68, office empls. (B.C.)	527	1.4	1.4	12	93-03-31
Ontario Council of Regents, academic staff & librarians	8 500	2.1 *	0.0	36	94-08-31
University of Alberta, office & trade empls., Edmonton	3 400	2.0	2.0	12	93-03-31
B.C. Health Labour Relations Assn., paramedical empls. (2 agreements)	15 000	3.9 - 2.1	3.9 - 2.1	12	93-03-31
Regional Municipality of Niagara, non medical empls. & reg. nursing assistants, Port Colborne (Ont.)	800	2.4	3.0	27	93-12-31
Ryerson Polytech. Institute, office empls., Toronto (Ont.)	575	1.5	1.0	24	94-06-30
Ottawa Bd. of Ed., occasional teachers-primary (Ont.)	900	2.5	3.0	24	93-12-31
B.C. Assn. of Private Care Hospitals, medical & non-medical empls., prov.-wide (B.C.)	1 700	4.0	4.5	24	93-03-31
Public Administration (1 agreement)	560	3.8	4.5	24.0	
District of Saanich, inside & outside empls., (B.C.)	560	3.8	4.5	24	93-12-31
Agreements with COLA (3 agreements)	9 814	2.1	0.2	36.0	
Agreements without COLA (24 agreements)	49 798	2.9	2.5	24.0	
All agreements (27 agreements)	59 612	2.8	2.1	25.9	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1989			1990			1991			1992			1992			Year to date
All Industries/Jurisdictions																
Average Annual Increase	5.3	5.6	3.6	3.2	2.5		2.9	1.6	3.3	3.1	3.8	2.8	2.2			
Non-COLA	5.3	6.1	3.4	2.8	2.2		3.8	1.5	3.0	2.9	3.2	2.9	2.0			
COLA	5.2	5.1	4.6	4.5	4.1		1.9	2.4	3.7	3.3	4.7	2.1	2.7			
First Year Increase	5.6	5.9	3.6	3.4	1.7		2.7	1.4	3.3	3.0	4.4	2.1	2.1			
Non-COLA	5.6	6.3	3.4	3.0	1.3		4.0	1.4	2.6	2.6	2.7	2.5	1.9			
COLA	5.2	5.3	5.0	5.0	4.3		1.3	1.6	4.5	3.4	7.0	0.2	2.5			
Industries																
Primary Industries	4.6	5.4	4.9	3.8	5.8		3.8	2.2	2.4	-	-	2.4	2.7			
Manufacturing	5.5	5.1	3.7	2.3	3.6		2.5	1.8	3.0	2.7	3.4	2.9	2.3			
Construction	6.1	6.1	5.1	5.3	5.8		3.7	3.2	2.9	3.1	2.7	3.0	3.2			
Transp. & Communication	4.5	5.7	3.7	2.9	2.3		2.6	2.6	3.4	3.3	3.8	3.1	3.0			
Trade-Finance	4.7	6.4	4.2	2.2	3.3		1.9	2.7	2.9	3.6	2.7	3.5	2.7			
Services	5.7	5.5	3.8	3.0	4.7		4.0	1.4	2.7	2.9	3.8	2.6	1.7			
Public Administration	4.9	6.1	3.0	2.7	1.8		2.2	1.6	4.3	2.4	4.8	3.8	2.3			
Jurisdictions																
Newfoundland	5.7	7.0	2.1	-	2.5		3.0	0.0	-	-	-	-	0.1			
Prince Edward Island	4.7	5.8	7.2	4.5	5.2		0.0	2.3	0.0	-	-	0.0	0.5			
Nova Scotia	5.7	5.4	0.5	0.0	4.1		1.7	1.0	2.8	3.5	2.5	-	2.1			
New Brunswick	4.6	6.2	2.6	-	-		-	1.1	-	-	-	-	1.1			
Quebec	5.3	4.8	3.2	3.1	5.4		3.0	1.1	2.8	2.1	4.4	2.8	1.2			
Ontario	6.5	6.4	5.7	5.2	5.2		2.4	2.8	2.7	2.8	2.6	2.6	2.6			
Manitoba	4.3	5.0	2.4	0.6	3.2		3.0	2.9	2.9	2.7	3.0	-	2.9			
Saskatchewan	2.9	3.9	4.4	5.1	2.2		3.8	3.0	3.7	3.9	-	3.5	3.3			
Alberta	4.1	5.7	5.3	6.5	4.5		5.0	3.6	2.8	3.1	-	2.4	4.1			
British Columbia	6.9	7.0	4.9	3.7	4.3		3.6	2.7	3.9	3.1	4.5	3.0	3.3			
Multi-Province	7.3	6.4	6.8	7.3	-		2.4	-	3.7	3.7	-	-	3.4			
Federal Jurisdiction	4.2	5.5	2.4	3.2	1.6		2.6	2.5	3.4	3.3	3.8	3.1	3.1			
Public Sector																
	5.3	5.6	3.5	2.8	2.4		3.1	1.5	3.4	3.2	4.6	2.6	2.0			
Private Sector	5.2	5.7	4.2	3.8	3.3		2.6	2.3	3.1	3.0	3.2	3.0	2.7			

OTHER INDICATORS

(year-over-year percentage change)

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CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Ontario School Boards	Various Teachers' Unions	26 777	Barg./Med.	August 91/92
•Alberta School Districts	Alberta Teachers' Assns.	3 990	Bargaining	August 91/92
•Ontario Hospitals	CUPE, SEIU & OPSEU	30 000	Arbitration	Sept. & Oct. 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	12 000	Bargaining	September 91
•VIA Rail / C.N. Rail	various unions	6 500	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, SEIU & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	7 500	Arbitration	December 91
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Bargaining	April 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	16 679	Bargaining	June 92
Private Sector				
•CP Rail	various unions	1 500	Barg./Tent.	December 91
•Council of Marine Carriers (B.C.)	CBRT & GW	550	Tent.-Ag.	September 91
•Ontario Retail Grocery Stores	U.F.C.W. & R.W.D.S.U.	19 500	Barg./Conc.	Apr.-Jul. 92
•Air Canada	Pilots, Machinists, CAW	14 350	Barg./Conc.	June-Sept. 92
•Canadian Airlines International	Pilots & CUPE	4 280	Bargaining	September 92
•McDonnell Douglas Can. Inc.	CAW	2 750	Post Conc.	October 92
•Cominco Ltd. (Trail, Kimberley B.C.)	Steelworkers	3 300	Bargaining	September 92
•City of Toronto and Metro Toronto	CUPE	14 195	Bargaining	December 92
•Purolator Courier	Teamsters	3 700	Bargaining	December 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	December 92
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	December 92
•Montreal U.C. Transit Commission	various unions	6 800	January 93
•Toronto Hydro	CUPE	1 115	January 93
•Hotel Employer's Group of Toronto	Hotel & Restaurant Empls. Intl. Union	4 000	January 93
•Iron Ore Co. & Que. Cartier Mining	Steelworkers	3 250	February 93
•Pratt & Whitney Canada	CAW	4 000	February 93

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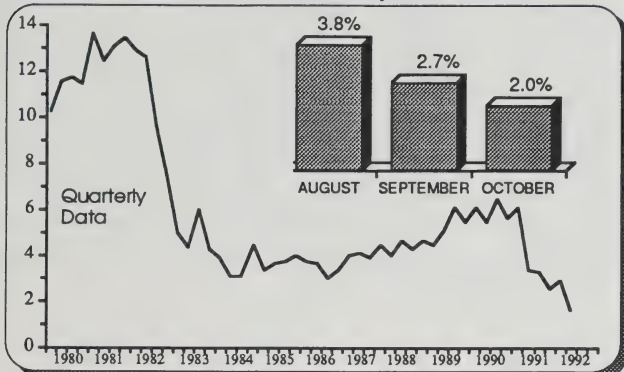


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THE WAGE SETTLEMENTS BULLETIN

December 1992
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Perspective on base rate increases from major settlements

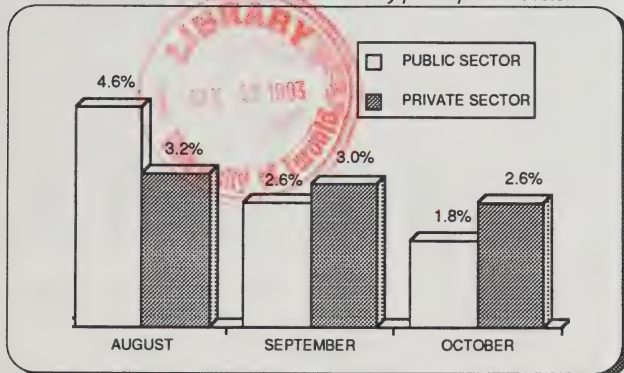


OCTOBER 1992

•Major collective bargaining settlements reached in the month of **October** provided wage increases averaging **2.0 per cent**, compared to 3.3 per cent in the third quarter, and more consistent with the 1.9 per cent average in the first half of the year. The average for the year to date (January-October) is 2.2 per cent.

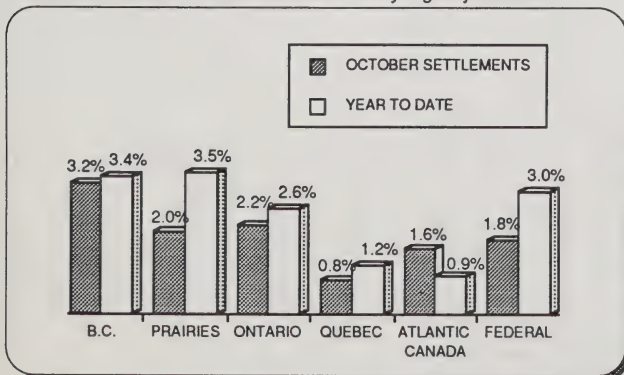
•The October average of 2.0 per cent is based on a review of the 35 settlements reached in the month, with a coverage of 74,877 employees. When the parties to the October settlements last bargained - with contract durations averaging 2 years - the resulting wage increases averaged 5.0 per cent annually.

Base rate increases in October settlements by public/private sector



•In the **public sector**, with 25 agreements covering 56,515 employees, increases averaged **1.8 per cent**. This is lower than the 3.4 per cent increase in the third quarter of this year, and the 2.0 per cent average for the year to date. Major settlements in this sector included: a wage freeze for 3,800 scientific and professional employees with the Government of P.E.I., a 0.7 per cent increase for 1,500 health sector employees in Manitoba, a 1.5 per cent increase for 6,400 office employees with Ontario community colleges, a 2.3 per cent increase for 12,000 Alberta nurses, and 3.4 per cent for 800 office and maintenance workers in the B.C. education sector.

Base rate increases in October settlements by region/jurisdiction



•In the **private sector**, increases averaged **2.6 per cent** in October, a decline from 3.1 per cent in the third quarter and 2.7 per cent for the year to date. The 10 private sector settlements in October covered 18,362 employees. Among them were: 2,100 workers with Cami Automotive in Ontario with increases averaging 5.0 per cent, and 4,570 employees in the B.C. hotel industry at 3.3 per cent. A settlement with 5,400 retail employees of New Dominion Stores provided an average annual increase of 2.2 per cent.

•October's average resulted from moderate wage increases in most jurisdictions. Wage gains in British Columbia (3.2%), in Ontario and Alberta (2.2%), and in New Brunswick (2.1%) were above the national average; they were offset by lower wage adjustments in the Federal jurisdiction (1.8%), in Manitoba (1.5%), in Quebec (0.8%), and in P.E.I. (0.0%).

• In October's settlements, forty per cent of all employees received increases below 2.0 per cent. In settlements for the year to date (January-October), over forty-eight per cent of employees have received increases below 2.0 per cent.

• Less than 19 per cent of employees covered in October's settlements received increases of 3.0 per cent and more (with most in the 3.0 to 3.9 per cent range), whereas approximately thirty-two per cent of employees in settlements in the year to date received increases of 3.0 per cent or more.

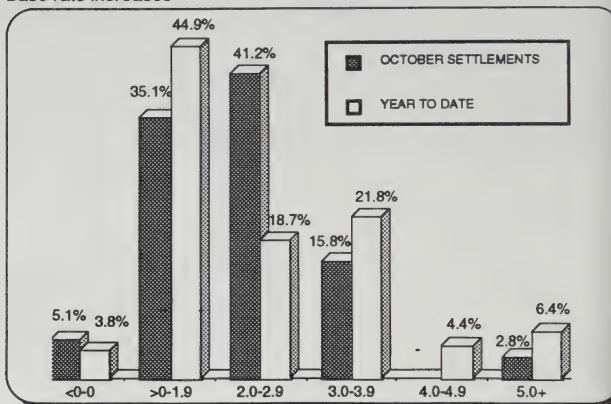
• Over forty-one per cent of employees in October settlements received increases ranging from 2.0 to 2.9 per cent, whereas in the year to date, less than nineteen per cent of employees covered received increases in that range.

• Contracts in the Prairie provinces covering 18,487 employees accounted for 24.7 per cent of employees in October's settlements, compared to a 8.5 per cent representation in all agreements in force. The Atlantic provinces (17,400 employees) accounted for 23.2 per cent of all employees in the month's settlements, while having 5.2 per cent of employees in agreements in force. Ontario (21,660 employees) accounted for 28.9 per cent of employees covered in October's settlements with 25.5 per cent of employees in agreements in force. Other remaining regions/jurisdictions were also under-represented in October's settlements by comparison to the universe of agreements in force.

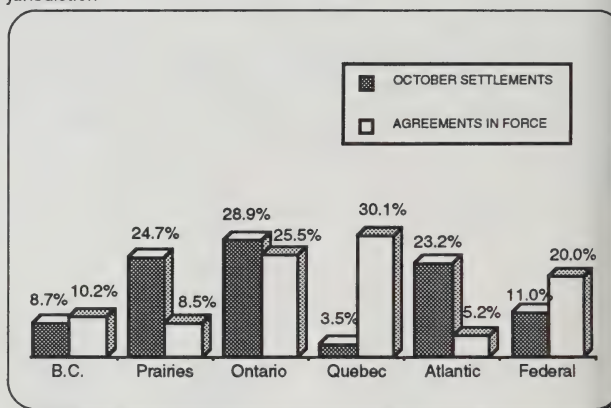
• Wage increases by industry were as follows:

Manufacturing	3.7%	3,742 empls.
Construction	2.6%	1,650 empls.
Transp. & Comm.	1.9%	7,345 empls.
Trade & Finance	2.0%	5,400 empls.
Services	2.1%	43,160 empls.
Public Admin.	1.4%	13,580 empls.

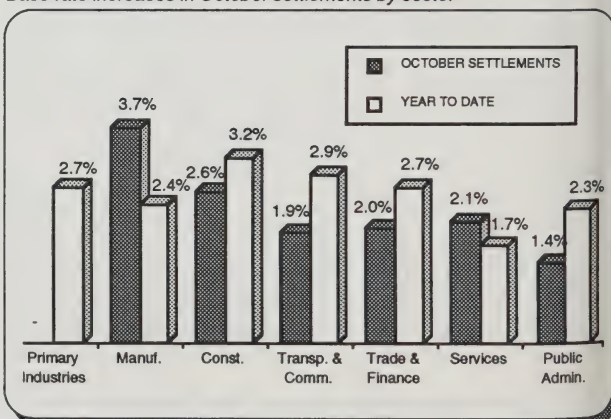
Percentage distribution of employees in October settlements by size of base rate increases



Percentage distribution of employees in October settlements by region/jurisdiction



Base rate increases in October settlements by sector



MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (4 agreements)	3 742	3.7	3.4	33.8	
Bata Footwear, production employees, Batawa, Ont.	500	1.5	1.0	24	94-10-03
Weyerhaeuser Canada, production empls., Sask.	622	2.2	2.3	34	94-05-31
Weldwood Canada Ltd., prod. empls., Alberta	520	2.2	2.3	34	94-05-31
CAMI Automotive Inc., prod. empls, Ontario	2 100	5.0*	4.6	36	95-09-17
Construction (2 agreements)	1 650	2.6	1.7	36.0	
Const. Mgt. Bureau, labourers, Nova Scotia (mainland)	550	2.2	2.4	36	95-04-30
Elect. Power Sys. Const. Assn, electricians, Ont.	1 100	2.9	1.3	36	95-04-30
Transportation & Communication (4 agreements)	7 345	1.9	1.6	22.0	
Cdn Lake Carriers Assn, unlicensed pers., Grt Lakes	1 500	2.4*	1.5	48	96-05-31
Hydro-Quebec, engineers	1 500	0.7	1.0	18	93-12-36
Alberta Power Ltd., plant & maint. empls.	845	1.5	0.0	24	94-12-31
Canada Post Corp., office & clerical empls.	3 500	2.3	2.3	12	93-09-30
Trade & Finance (1 agreement)	5 400	2.0	1.0	24.0	
New Dominion Stores Inc., retail empls., Ont.	5 400	2.0	1.0	24	94-06-27
Community, Business & Personal Services (16 agreements)	43 160	2.1	2.6	25.4	
Gov't of New Brunswick, teachers	7 500	1.5	1.0	24	94-08-31
Gov't of New Brunswick, teachers	845	3.1	1.0	48	96-10-31
Toronto Brd. of Education, teachers-primary	600	3.0	3.0	24	93-12-31
Toronto Brd. of Education, teachers-secondary	600	3.0	3.0	24	93-12-31
Waterloo Cty. Brd. of Educ., teachers-primary	2 165	1.3	1.3	12	93-08-31
Frontenac Cty. Brd. of Educ., teachers-primary	580	1.8	2.0	24	94-08-31
Frontenac Cty. Brd. of Educ., teachers-secondary	500	1.6	2.0	24	94-08-31
Ontario Council of Regents, non-academic empls.	6 400	1.5*	1.0	24	94-08-31
University of Manitoba, service empls.	500	1.4	2.7	24	94-09-18
Winnipeg School Div. 1, teachers	2 500	2.0	2.0	36	94-12-31
University of B.C., teachers asst.	1 160	3.0	4.0	36	94-09-01
Brd. Sch. Trustees, Dist.43, office empls., B.C.	800	3.4	5.6	24	93-12-31
Gov't of New Brunswick, health, non-medical empls.	940	2.4	1.0	30	94-12-31
St Boniface Gen. Hosp., non-medical empls.	1 500	0.7*	0.0	36	95-03-31
Alberta Healthcare Assn., nurses	12 000	2.3	4.6	24	94-03-31
Hospitality Ind. Rel. (hotels), serv. & maint. empls., B.C.	4 570	3.3	3.5	24	94-05-31
Public Administration (8 agreements)	13 580	1.4	0.7	23.1	
Gov't of PEI, scientific & professional empls.	3 800	0.0	0.0	12	93-03-31
Gov't of New Brunswick, office & clerical empls.	1 865	3.0	1.0	42	95-12-31
Gov't of New Brunswick, secretarial empls.	1 390	3.0	1.0	42	95-12-31
Gov't of New Brunswick, engineers	510	2.9	1.0	42	95-10-31
Gov't of Quebec, engineers	1 100	1.0	1.0	12	93-06-30
Gov't of N.W.T., all public sector empls.	3 200	0.9	0.0	24	94-03-31
Niagara Brd. of Commissioners, police officers, Ont.	585	2.5	2.5	12	92-12-31
Peel Brd. of Commissioners, police officers, Ont.	1 130	2.5	2.5	12	92-12-31
Agreements with COLA (4 agreements)	11 500	2.1	1.6	30.9	
Agreements without COLA (31 agreements)	63 337	2.0	2.1	24.2	
All agreements (35 agreements)	74 877	2.0	2.0	25.2	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1989	1990	1991	1991			1992			Year to date			May			Aug			1992		
				3			1			2			Apr			Jul			Aug		
				3	4		3	4		1	2	3	date	Apr	Jul	Oct	Aug	Oct	Aug	Sep	Oct
All Industries/Jurisdictions																					
Average Annual Increase	5.3	5.7	3.6	3.2	2.5		2.9	1.6	3.3				2.2	2.6	1.7	2.9	3.8	2.7	2.0	2.7	2.0
Non-COLA	5.3	6.1	3.4	2.8	2.2		3.8	1.5	3.0				2.0	3.2	1.5	2.6	3.2	2.9	2.0	3.2	2.0
COLA	5.2	5.1	4.6	4.5	4.0		1.9	2.4	3.7				2.7	2.1	2.9	3.8	4.7	2.1	2.1	4.7	2.1
First Year Increase	5.6	5.9	3.6	3.4	1.7		2.7	1.5	3.3				2.1	2.0	1.7	3.0	4.4	2.1	2.0	4.4	2.1
Non-COLA	5.6	6.4	3.4	3.0	1.3		4.0	1.4	2.6				2.0	3.0	1.5	2.4	2.7	2.5	2.1	2.7	2.5
COLA	5.2	5.3	5.0	5.0	4.3		1.3	1.6	4.5				2.5	1.1	2.9	4.8	7.0	0.2	1.6	7.0	0.2
Industries																					
Primary Industries	4.6	5.4	4.9	3.8	5.8		3.8	2.2	2.4				2.7	2.8		2.4		2.4		2.4	
Manufacturing	5.5	5.1	3.7	2.3	3.5		2.5	1.8	3.0				2.4	1.7	2.7	3.4	3.4	2.8	3.7	3.4	2.8
Construction	6.1	6.1	5.1	5.4	5.8		3.7	3.2	2.9				3.2	3.4	3.2	2.8	2.7	3.0	2.6	2.7	3.0
Transp. & Communication	4.5	5.7	3.7	2.9	2.3		2.6	2.6	3.4				2.9	2.4	3.0	3.2	3.8	2.9	1.9	3.8	2.9
Trade-Finance	4.7	6.7	4.2	2.2	3.3		1.8	3.1	3.0				2.7	2.6	2.9	2.7	2.7	3.6	2.0	2.7	3.6
Services	5.7	5.5	3.8	3.0	4.7		4.0	1.4	2.7				1.7	3.1	1.3	2.4	3.8	2.5	2.1	3.8	2.5
Public Administration	4.9	6.1	3.0	2.7	1.8		2.2	1.6	4.3				2.3	2.5	1.3	3.8	4.8	3.8	1.4	4.8	3.8
Jurisdictions																					
Newfoundland	5.7	7.0	2.1		2.5		3.0	0.0					0.1	3.0	0.0						
Prince Edward Island	4.7	5.8	7.2	4.5	5.2		0.0	2.3	0.0				0.2	0.0	2.3	0.0		0.0	0.0		
Nova Scotia	5.7	5.4	0.5	0.0	4.1		1.7	1.0	2.8				2.1	1.7	2.2	2.4	2.5		2.2		
New Brunswick	4.6	6.2	2.2					1.1					1.5		1.1	2.1			2.1		
Quebec	5.3	4.8	3.2	3.1	5.4		3.0	1.1	2.8				1.2	3.1	1.1	2.8	4.4	2.8	0.8	4.4	2.8
Ontario	6.5	6.5	5.7	5.2	5.1		2.4	2.8	2.6				2.6	2.4	2.7	2.4	2.6	2.5	2.2	2.6	2.5
Manitoba	4.3	5.0	2.3	0.6	3.0		2.8	2.8	2.9				2.4	2.9	2.7	2.0	3.0		1.5	3.0	
Saskatchewan	2.9	3.9	4.4	5.1	2.2		3.8	3.0	3.7				3.3	2.8	3.4	3.4			2.2	3.6	
Alberta	4.1	5.7	5.3	6.5	4.5		5.0	3.6	2.8				3.7	4.5	3.5	2.3			2.2	2.4	
British Columbia	6.9	7.0	4.9	3.8	4.3		3.6	2.8	3.9				3.4	2.4	3.5	4.0	4.5	3.0	3.2	4.5	3.0
Multi-Province	7.3	6.4	6.8	7.3			2.4		3.7				3.4	2.4	3.7						
Federal Jurisdiction	4.2	5.5	2.4	3.2	1.6		2.6	2.5	3.4				3.0	2.7	2.9	3.1	3.8	2.8	1.8	3.8	2.8
Public Sector	5.3	5.6	3.5	2.8	2.4		3.1	1.5	3.4				2.0	2.8	1.5	2.9	4.6	2.6	1.8	4.6	2.6
Private Sector	5.2	5.7	4.2	3.8	3.3		2.6	2.4	3.1				2.7	2.3	2.8	3.1	3.2	3.0	2.6	3.2	3.0

OTHER INDICATORS

(year-over-year percentage change)

	1989	1990	1991	1991			1992			Year to date			Feb			May			1992		
				3			1			2			Apr			Jul			Aug		
				3	4		3	4		1	2	3	date	Apr	Jul	Oct	Aug	Oct	Aug	Sep	Oct
Union Wage Rate Index																					
Average Weekly Earnings	5.5	5.4	5.4	5.4	5.2		3.7	3.5	3.7				3.7	3.7	3.7	3.6	3.7	3.6	3.6	3.6	3.6
All Industries	4.8	5.0	4.7	5.3	2.0		4.5	1.9	1.3								1.1	1.4		1.1	1.4
Manufacturing	4.8	5.2	4.8	4.6	5.1		3.6	4.3	3.4								3.5	2.9		3.5	2.9
Consumer Price Index	5.0	4.8	5.6	5.7	4.1		1.6	1.5	1.2				1.4	1.6	1.2	1.3	1.2	1.3	1.3	1.2	1.3

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Ontario School Boards	Various Teachers' Unions	22 540	Barg./Med.	August 91/92
•Alberta School Districts	Alberta Teachers' Assns.	3 429	Bargaining	August 91/92
•Ontario Hospitals	CUPE, SEIU & OPSEU	18 000	Arbitration	September 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	10 000	Rot. Work Stoppage	September 91
•VIA Rail / C.N. Rail	various unions	6 500	Barg./Conc.	December 91
•Government of Saskatchewan	CUPE, SEIU & Teachers	25 400	Bargaining	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	7 500	Arbitration	December 91
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Mediation	April 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	16 679	Bargaining	June 92
Private Sector				
•Council of Marine Carriers (B.C.)	CBRT & GW	550	Tent. Agt.	September 91
•Ontario Retail Grocery Stores	U.F.C.W.	8 950	Barg./Conc.	Apr.-Jul. 92
•Air Canada	Pilots, Machinists, CAW	8 950	Barg./Conc./ Mediation	June-Sept. 92
•Canadian Airlines International	Pilots & CUPE	4 280	Barg./Tent.	September 92
•Cominco Ltd. (Trail, Kimberley B.C.)	Steelworkers	3 300	Bargaining	September 92
•City of Toronto and Metro Toronto	CUPE	14 195	Bargaining	December 92
•Purolator Courier	Teamsters	3 700	Bargaining	December 92
•Toronto Hydro	CUPE	1 115	Bargaining	January 93
•Hotel Employer's Group of Toronto	Hotel & Restaurant Empls. Intl. Union	4 000	Bargaining	January 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	December 92
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	December 92
•Iron Ore Co. & Que. Cartier Mining	Steelworkers	3 250	February 93
•Pratt & Whitney Canada	CAW	4 000	February 93
•MUCTC (Montreal Transit)	CUPE & Fed. of Public Serv. Empls.	6 800	March 93
•Motor Transport Ind. Rel. Bur.	Teamsters	1 400	March 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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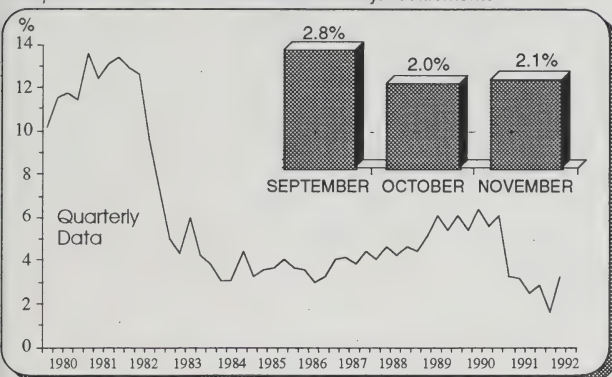
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THE WAGE SETTLEMENTS BULLETIN

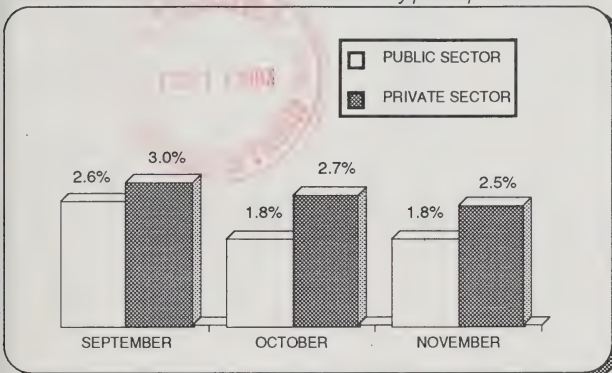
includes the 1993 bargaining calendar

January 1993
Volume 4, Issue 1

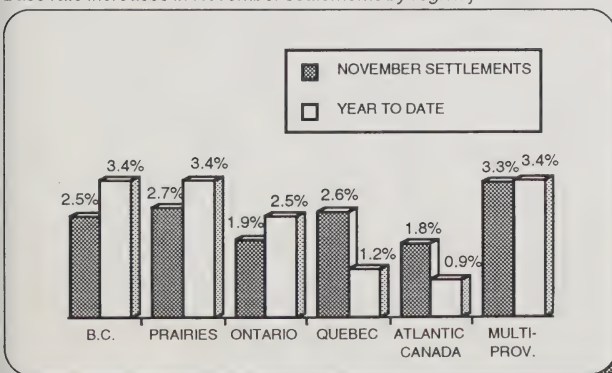
Perspective on base rate increases from major settlements



Base rate increases in November settlements by public/private sector



Base rate increases in November settlements by region/jurisdiction



NOVEMBER 1992

The average annual wage increase from major collective bargaining settlements reached in the month of **November, 1992**, was **2.1 per cent**, marginally higher than October's 2.0 per cent, but well below the third-quarter average of 3.3 per cent.

For all settlements reached from January through November, 1992, wage increases averaged 2.2 per cent.

There were 26 settlements reached in November, with a coverage of 46,600 employees. The November average of 2.1 per cent is a significant decline from 5.8 per cent when the same parties to these settlements last bargained - with contract durations averaging 23 months.

Public sector wage increases averaged **1.8 per cent** for 28,500 employees covered by 17 agreements reached in November. In the Ontario public sector, increases averaged 1.6 per cent for 21,100 employees; among them were 13,400 non-medical service employees in various Ontario hospitals, with an arbitration award providing an average annual increase of 1.5 per cent over two years. In the Manitoba public sector, 2,700 Manitoba Telephone employees gained an average annual increase of 3.0 per cent over three years.

In the **private sector**, increases for 18,100 employees in nine November settlements averaged **2.5 per cent**. Private sector increases for 14,000 employees in Ontario averaged 2.3 per cent; they included 8,000 Loblaws supermarket employees with an average annual increase of 2.1 per cent over four years, and 2,000 McDonnell Douglas employees at 3.2 per cent over three years.

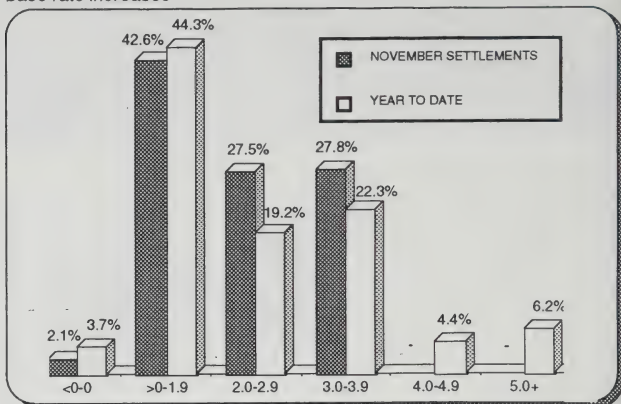
The November increase of 2.1 per cent resulted largely from settlements reached in Ontario, where the average wage gain was 1.9 per cent for 35,090 employees. In the Prairie provinces, increases averaged 2.7 per cent for 5,530 employees, and in Atlantic Canada, 1.8 per cent for 1,330 employees. A single agreement in Quebec provided a wage gain of 2.6 per cent for 540 employees, and another in British Columbia, 2.5 per cent for 550 employees. A multi-provincial agreement for 3,540 boilermakers (Que., Ont., B.C. and the Yukon), provided an average annual increase of 3.3 per cent over three years. There were no settlements in the Federal jurisdiction in November.

•In November's settlements, over forty-four per cent of employees received increases below 2.0 per cent. In settlements for the year to date (January-November), over forty-eight per cent of employees have received increases below 2.0 per cent.

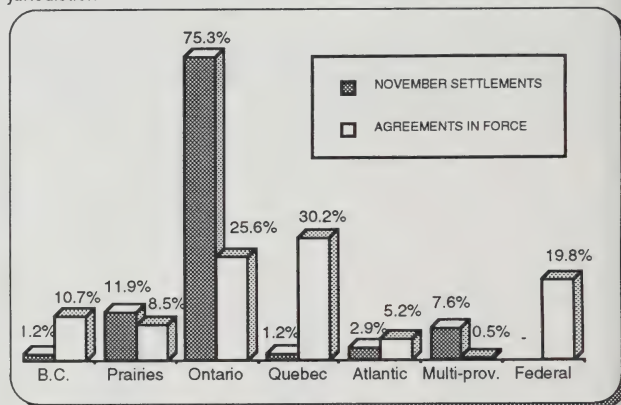
•There were no increases of 4.0 per cent or more in November's settlements, while over ten per cent of employees in settlements in the year to date received increases above 4.0 per cent.

•Fifty-five per cent of employees in November settlements received increases ranging from 2.0 to 3.9 per cent, whereas in the year to date, approximately forty-two per cent of employees covered received increases in that range.

Percentage distribution of employees in November settlements by size of base rate increases



Percentage distribution of employees in November settlements by region/jurisdiction

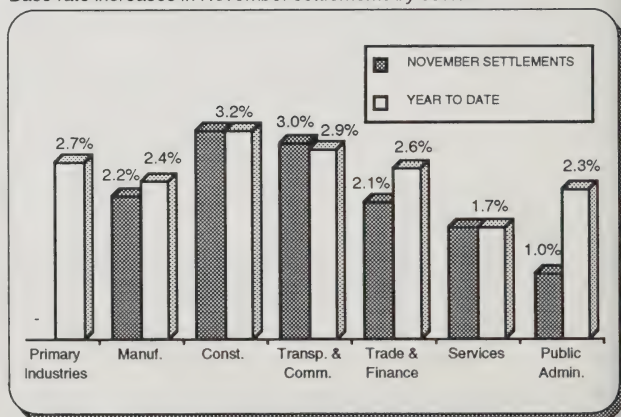


•Contracts in Ontario covering 35,090 employees accounted for 75.3 per cent of employees in November's settlements, compared to a 25.6 per cent representation in all agreements in force. The Prairie provinces (5,530 employees) accounted for 11.9 per cent of all employees in the month's settlements, while having 8.5 per cent of employees in agreements in force. Multi-provincial jurisdiction settlements (3,540 employees) accounted for 7.6 per cent of employees covered in November's settlements with only 0.5 per cent of employees in agreements in force. There were no November settlements in the Federal jurisdiction which account for close to 20 per cent of employees in agreements in force. Other regions/jurisdictions were also under-represented in November's settlements by comparison to the universe of agreements in force.

•Wage increases by industry were as follows:

Manufacturing	2.2%	3,505 empls.
Construction	3.2%	6,040 empls.
Transp. & Comm.	3.0%	3,250 empls.
Trade & Finance	2.1%	8,558 empls.
Services	1.7%	23,409 empls.
Public Admin.	1.0%	1,815 empls.

Base rate increases in November settlements by sector



MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (3 agreements)	3 505	2.2	1.2	32.7	
Maple Lodge Farms Ltd., prod. empls., Norval (Ont.)	965	0.0	0.0	24	94-10-11
Zinc électrolytique du Can., prod. empls., Valleyfield (Que)	540	2.6 *	2.7	36	95-10-31
McDonnell Douglas, prod. empls., Mississauga (Ont.)	2 000	3.2 *	1.4	36	95-10-27
Construction (4 agreements)	6 040	3.2	2.0	36.0	
Boilermaker Contractors' Association, Canada-wide except, Nfld., Que., Alta., B.C., and the Yukon	3 540	3.3	2.0	36	95-06-30
Electric Power System Const. Assn., plumbers (Ont.)	900	2.9	1.3	36	95-04-30
Metro. Toronto Demolition Contractors, labourers machine operators & drivers, Ont.	500	3.0	1.7	36	95-04-30
National Elevator-Escalator Assn., elevator construction mechanics & helpers (Ont.)	1 100	3.4	2.8	36	95-04-30
Transportation & Communication (3 agreements)	3 250	3.0	3.0	35.5	
Manitoba Telephone System, plant employees, foremen and supervisors, (2 agreements)	2 700	3.0 *	3.0	36	95-07-22 95-05-13
New Brunswick Elect. Power Comm., technical empls.	550	3.0	2.7	33	95-09-30
Trade & Finance (2 agreements)	8 558	2.1	1.6	46.4	
Canada Safeway Ltd. (Ont.)	558	2.0	1.0	24	94-09-05
Loblaws Ltd., (Ont.)	8 000	2.1 *	1.6	48	96-07-01
Community, Business					
& Personal Services (13 agreements)	23 409	1.7	1.3	23.2	
Metro Toronto Sep. Sch. Brd. office empls.(Ont.)	600	1.5	1.0	24	94-09-30
North York Brd. of Educ., office empls, (Ont.)	1 000	3.0 *	3.0	24	93-12-31
Hastings Brd. of Educ., teachers, (Ont.)	777	1.5	1.0	24	94-08-31
Carleton R.C. Sep. Sch. Brd., teachers, (Ont.)	875	1.5	1.0	24	94-08-31
London-Middlesex R.C. Sep. Sch. Brd., teachers, (Ont.)	985	3.0 *	1.0	24	94-08-31
District n°7 R.C. Sep. Sch. Brd., office & tech. (Alta.)	561	3.7	3.7	12	93-08-31
Seven Oaks School Div. n° 10, teachers, (Man.)	545	2.1	2.0	36	94-12-31
York University, full & part-time grad. teaching asst., North York, (Ont.) (2 agreements)	1 600	1.5	1.5	12	93-08-31
Simon Fraser University, office empls., Burnaby (B.C.)	550	2.5	2.0	24	94-03-31
Alberta Healthcare Assn., non medical empls. (Alta.)	1 720	2.1	2.8	24	94-03-31
Ontario Hospitals, serv., maint., & tech. empls.	13 416	1.5	1.0	24	93-10-10
General Hospitals P.E.I., serv., maint., & tech. empls.	780	1.0	0.0	24	94-03-31
Public Administration (1 agreement)	1 815	1.0	0.0	36.0	
City of Ottawa, inside & outside empls. (Ont.)	1 815	1.0	0.0	36	94-12-31
Agreements with COLA (7 agreements)	15 225	2.6	1.9	40.7	
Agreements without COLA (19 agreements)	31 352	1.9	1.3	26.5	
All agreements (26 agreements)	46 577	2.1	1.5	31.2	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 3.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1989	1990	1991	1992				Year to date				1992			
				1991				1992				1992			
				3	4	1	2	3	date	Mar	May	Jun	Aug	Sep	Nov
All Industries/Jurisdictions															
Average Annual Increase	5.3	5.7	3.6	3.2	2.4	2.9	1.6	3.3	2.2	1.7	2.6	2.3	2.6	2.8	2.1
Non-COLA	5.3	6.1	3.4	2.8	2.2	3.8	1.5	3.0	2.0	1.5	2.2	2.3	2.3	2.9	1.9
COLA	5.2	5.1	4.7	4.6	4.1	2.0	2.4	3.7	2.7	2.3	3.8	2.3	2.1	2.1	2.6
First Year Increase	5.6	5.9	3.6	3.4	1.7	2.7	1.5	3.3	2.1	1.4	2.7	1.9	2.1	2.1	1.5
Non-COLA	5.6	6.4	3.4	3.0	1.3	4.0	1.5	2.6	2.0	1.4	2.2	2.1	2.5	2.1	1.3
COLA	5.2	5.3	5.0	5.0	4.4	1.3	1.6	4.5	2.5	1.4	4.7	1.4	0.3	1.6	1.9
Industries															
Primary Industries	4.6	5.4	4.9	3.8	5.8	3.8	2.2	2.4	2.7	2.8	-	2.4	-	2.4	-
Manufacturing	5.5	5.1	3.7	2.3	3.5	2.6	1.9	3.0	2.4	1.9	2.9	3.0	2.9	2.9	2.2
Construction	6.1	6.1	5.2	5.5	5.8	3.7	3.2	2.9	3.2	3.3	2.9	3.0	3.0	3.0	3.2
Transp. & Communication	4.5	5.7	3.5	2.9	1.8	2.6	2.6	3.4	2.9	2.2	3.4	2.5	2.9	2.1	3.0
Trade-Finance	4.7	6.7	4.2	2.2	3.3	1.8	3.1	3.0	2.6	3.1	2.8	2.4	3.6	2.0	2.1
Services	5.7	5.5	3.8	3.1	4.7	4.0	1.4	2.7	1.7	1.4	1.7	2.1	2.5	2.1	1.7
Public Administration	4.9	6.1	3.0	2.7	1.8	2.2	1.6	4.3	2.3	1.5	3.5	1.5	3.8	1.4	1.0
Jurisdictions															
Newfoundland	5.7	7.0	2.1	-	2.5	3.0	0.0	-	0.1	-	0.0	-	-	-	-
Prince Edward Island	4.7	5.8	7.2	4.5	5.2	0.0	2.3	0.0	0.3	0.0	2.3	0.1	0.0	0.0	1.0
Nova Scotia	5.7	5.4	0.5	0.0	4.1	1.8	1.0	2.8	2.1	1.6	2.8	2.2	-	-	-
New Brunswick	4.6	6.2	2.2	-	-	-	1.1	-	1.6	2.0	1.0	2.1	2.1	2.1	3.0
Quebec	5.3	4.8	3.1	3.1	3.1	3.0	1.1	2.8	1.2	1.1	1.4	1.4	2.9	0.8	2.6
Ontario	6.5	6.5	5.7	5.3	5.2	2.4	2.8	2.6	2.5	2.8	2.6	2.2	2.5	2.2	1.9
Manitoba	4.3	5.0	2.4	0.6	3.1	2.9	2.9	2.9	2.5	2.7	3.0	2.1	-	1.5	2.8
Saskatchewan	2.9	3.9	4.4	5.1	2.2	3.8	3.2	3.7	3.4	3.5	3.2	3.4	3.6	2.2	-
Alberta	4.1	5.7	5.3	6.5	4.5	5.0	3.6	2.8	3.7	4.3	3.5	2.3	2.4	2.2	2.5
British Columbia	6.9	7.0	4.9	3.9	4.3	3.6	2.8	3.9	3.4	2.3	4.0	3.1	3.0	3.2	2.5
Multi-Province	7.3	6.4	6.8	7.3	-	2.4	-	3.7	3.4	-	3.7	3.3	-	-	3.3
Federal Jurisdiction	4.2	5.5	2.4	3.2	1.6	2.6	2.5	3.4	3.0	2.2	3.4	2.3	2.8	1.9	-
Public Sector	5.3	5.6	3.4	2.8	2.4	3.1	1.5	3.4	2.0	1.5	2.4	2.1	2.6	1.8	1.8
Private Sector	5.2	5.8	4.3	3.8	3.3	2.6	2.4	3.1	2.7	2.3	3.1	2.7	3.0	2.7	2.5

OTHER INDICATORS

(year-over-year percentage change)

	1989	1990	1991	1992				Year to date				1992			
				1991				1992				1992			
				3	4	1	2	3	date	Mar	May	Jun	Aug	Sep	Nov
Union Wage Rate Index															
Average Weekly Earnings	5.5	5.4	5.4	5.4	5.2	3.7	3.5	3.7	3.7	3.6	3.7	3.6	3.7	3.6	3.6
All Industries	4.8	5.0	4.7	5.3	2.0	4.5	1.9	1.3						1.6	1.0
Manufacturing	4.8	5.2	4.8	4.6	5.1	3.6	4.3	3.4						2.9	2.3
Consumer Price Index															
	5.0	4.8	5.6	5.7	4.1	1.6	1.5	1.2	1.4	1.5	1.2	1.5	1.3	1.6	1.7

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Ontario School Boards	Various Teachers' Unions	25 720	Barg./Med.	August 92
•Ontario Hospitals	CUPE	18 000	Arbitration	September 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	10 000	Rot. Work Stoppage	September 91
•Government of Saskatchewan	CUPE, SEIU & Teachers	25 400	Bargaining	December 91
•C.N. Rail	Shopcrafts / BLE	4 300	Conc./Tent.	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	7 500	Arbitration	December 91
•Toronto Hydro	CUPE	1 245	Bargaining	January 93
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta School Districts	Alberta Teachers' Assns.	3 988	Barg./Med.	August 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	16 679	Bargaining	June 92
•City of Toronto and Metro Toronto	CUPE	14 195	Bargaining	December 92
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	Bargaining	December 92
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	Bargaining	December 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Conciliation	April 92
Private Sector				
•Air Canada	Machinists, Pilots, CAW, CUPE	16 577	Conc./Tent.	Apr.-Oct. 92
•Canadian Airlines International	CAW	3 912	Bargaining	July 93
•Miracle Food Mart (A&P) Ont.	U.F.C.W.	10 000	Conciliation	June 92
•Cominco Ltd. (Trail, Kimberley B.C.)	Steelworkers	3 300	Bargaining	September 92
•Purolator Courier	Teamsters	3 700	Bargaining	December 92
•Hotel Employer's Group of Toronto	Hotel & Restaurant Empls. Intl. Union	4 000	Bargaining	January 93
•Iron Ore Co. & Que. Cartier Mining	Steelworkers	3 250	Bargaining	February 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•MUCTC (Montreal Transit)	CUPE & Fed. of Public Serv. Empls.	2 100	March 93
•Government of Newfoundland	CUPE & NAPE	13 650	March 93
•Motor Transport Ind. Rel. Bur.	Teamsters	1 400	March 93
•Bristol Aerospace, Man.	CAW	870	March 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 3.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

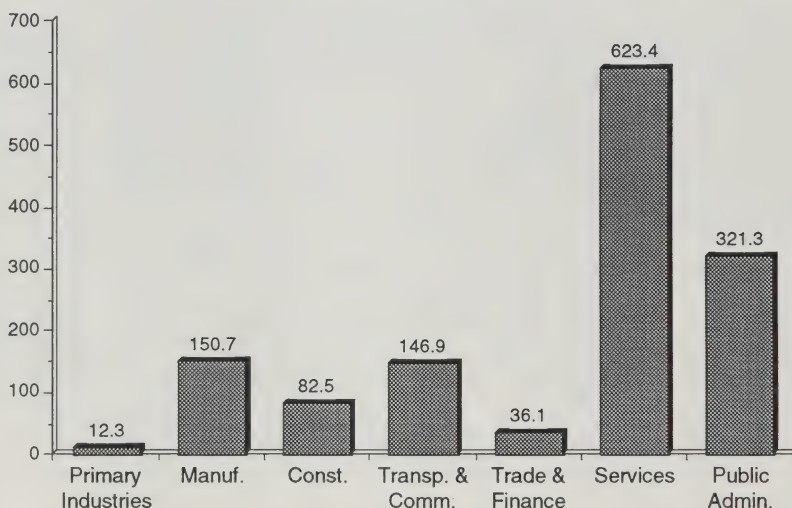
THE COLLECTIVE BARGAINING CALENDAR IN 1993*

Approximately 1.4 million employees are covered by the 465 agreements scheduled for renegotiation during 1993, a slightly heavier-than-usual bargaining calendar. Close to 75 per cent (about 1-million) of these employees are in the public sector; however, significant private sector negotiations covering some 390,000 workers are scheduled.

the following companies: Bristol Aerospace, Boeing, Bombardier, Stelco, and Goodyear.

Public sector bargaining is scheduled to include: the Quebec Government's 410,000 public and parapublic employees, provincial government employees in Newfoundland, Nova Scotia, New Brunswick

**NUMBER OF EMPLOYEES IN MAJOR COLLECTIVE AGREEMENTS
EXPIRING IN 1993, BY INDUSTRY (000'S)**



Source: Labour Canada, Bureau of Labour Information

Private sector negotiations include: the Auto industry (60,000 workers - September); the Eastern pulp and paper industry (60,000 employees - April/May); the Quebec construction sector (62,000 employees - April); Alberta construction (16,500 employees - April); Food-retailing, the Airline industry, and at

and Ontario; education and health sector employees in Atlantic Canada, Ontario, Saskatchewan, Alberta, and British Columbia.

A summary of key negotiations on the 1993 calendar appears on the page following.

* This summary is based on information available as of November 1992. Major agreements are those involving 500 or more employees.

KEY COLLECTIVE BARGAINING NEGOTIATIONS - 1993

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
NEWFOUNDLAND			SASKATCHEWAN		
Education	10,640	Aug.	Saskatchewan Telecommunications	3,900	March
Health Services	8,150	March	Nurses	6,800	March
Government employees	5,500	March	*Cities of Regina & Saskatoon	2,400	
*Nurses, province-wide	3,400		*Saskatchewan Power	1,730	
			*Teachers, province-wide	12,000	
			*Health Services, province-wide	13,400	
			*Government employees	12,000	
PRINCE EDWARD ISLAND			ALBERTA		
Government of P.E.I. (Health, Education & Public Service)	6,625	Mar./Dec.	Catalytic Maintenance	1,200	Dec.
			Construction	16,550	April
NOVA SCOTIA			City of Edmonton Police, Telephones, Transit & Civic employees	7,560	April/Dec.
Government employees	6,550	June/Dec.	TransAlta Utilities	1,910	Dec.
Teachers, province-wide	10,600	July	Health Services	11,300	March
			Education	17,870	Aug./Dec.
NEW BRUNSWICK			*Alberta Liquor	1,840	
Nurses, province-wide	5,515	June/Nov.	*City of Edmonton	3,290	
*Construction	3,050		*City of Calgary	9,352	
*N.B. Electric Power	1,050		*Health Services	7,335	
			*Government employees	35,000	
QUEBEC			BRITISH COLUMBIA		
Goodyear	1,300	June	Alcan	1,550	July
Bombardier (Canadair)	3,200	Dec.	B.C. Hydro	4,500	March
Construction	62,000	April	Retail Food Sector	11,100	Feb./Mar.
Montreal Transit	2,100	Jan.	Insurance Corp. of B.C.	3,000	Sept.
Quebec Liquor	3,200	June	Greater Vancouver Regional Dist.	6,500	Dec.
Government of Quebec (Education, Health, Welfare & Public Service)	400,000	June/July	Health Services	34,700	Mar./Apr.
*Quebec Hydro	12,960		*B.C. Transit	2,600	
*Montreal City & Urban Community	14,209		*Cominco	2,993	
			*B.C. Ferry	2,400	
ONTARIO			*Government Nurses	2,710	
Boeing of Canada	3,500	June	*Education	19,581	
Maple Leaf Foods	1,000	March			
Schneider J.M.	2,000	May	MORE THAN ONE PROVINCE		
Toronto Hydro	1,115	Jan.	Iron Ore & Québec Cartier	3,250	Feb.
Toronto Transit	7,200	June	Eastern Pulp & Paper	60,000	April/May
Brewers Retail, Labatt's & Molson	6,085	Dec.	Auto Industry	60,000	Sept.
Retail Food Sector	5,560	Jan./Dec.	Stelco	9,860	July
Education	63,510	Mar./Dec.	Pipeline Construction	3,000	April
Government of Ont. (Public Service)	51,200	Dec.			
Toronto Hotel employees	4,000	Jan.	FEDERAL		
Ont. Medical Internes	2,600	March	Hudson Bay Mining & Smelting	1,410	Sept.
Nurses, province-wide	41,000	March	Alberta Government Telephones Ltd.	6,825	Apr./Dec.
Hospital Nonmedical employees	13,400	Oct.	B.C. Telephone	11,075	Dec.
Reg. Municipality of Ottawa Carleton	3,015	Dec.	Bell Canada	20,670	Nov./Dec.
*Retail Food Sector	17,115		Canada Post (revenue & admin.)	16,800	June/Dec.
*Liquor Control Board	5,000		Canadian Airlines Intl.	14,000	Jan./July
*Metro Toronto Police	7,330		CN Rail, CP Ltd. & Via Rail	38,275	Dec.
*City & Metro Toronto	20,615		*Air Canada & Cdn. Airlines	19,130	
*Education Sector	34,758		*B.C. Maritime employees	4,244	
			*CBC	7,560	
MANITOBA			*CN Rail & Via Rail	8,375	
Inco	1,500	Sept.	*Cape Breton Development	2,200	
Boeing	1,150	July	*C.P. Express	3,295	
Canada Safeway	4,200	May	*Maritime Telephone	2,630	
City of Winnipeg	5,320	Dec.	*Purolator	5,300	
*Health Services	15,000				
*City of Winnipeg	2,035				

*1992 or earlier expiries where negotiations were still in progress as of Nov. 30, 1992, and were expected to be continued into 1993.

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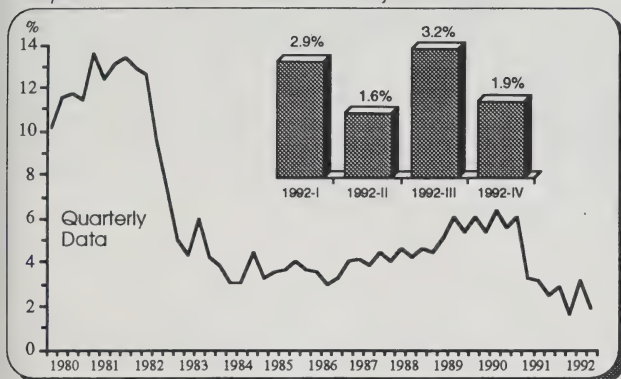
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THE WAGE SETTLEMENTS BULLETIN

INCLUDES: WORK STOPPAGES, 1992 - page 8
AND DECEMBER 1992 DATA - page 4

February 1993
Volume 4, Issue 2

Perspective on base rate increases from major settlements



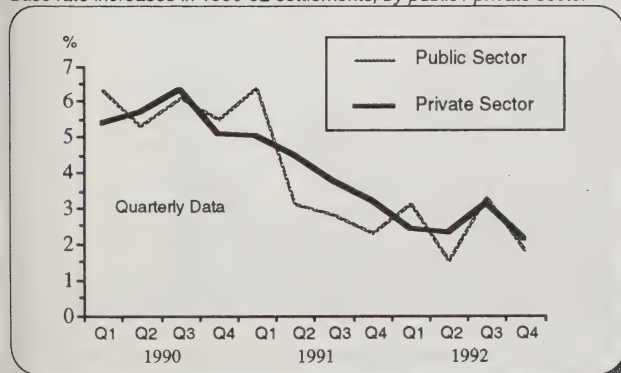
On a quarterly basis, wage increases fluctuated in 1992 as follows: first quarter, 2.9 per cent; second quarter, 1.6 per cent; third quarter, 3.2 per cent; fourth quarter, 1.9 per cent. The second quarter's 1.6 per cent is the lowest quarterly figure on record.

The 1991-92 decline occurred in all major industries, regions and sectors of the economy.

Public and Private Sectors at Record Annual Lows of 2.0% and 2.5%

With continuing wage restraint by governments, Public Sector settlements have led the decline, averaging 2.0 per cent in 1992, compared to 3.4 per cent in 1991, and 5.6 per cent in 1990. The 2.0 per cent average for 1992 is the lowest annual public sector figure on record. The 292 public sector settlements reached in the year covered 964,100 employees. Settlements for well over one-half of these employees (583,900) were concluded in the second quarter of the year, with an average wage increase of 1.5 per cent (a record-low quarterly average). Public sector settlements peaked at 6.4 per cent in the first quarter of 1991.

Base rate increases in 1990-92 settlements, by public / private sector



ANNUAL REVIEW AND DECEMBER 1992

Wage Increases at record low of 2.1% in 1992

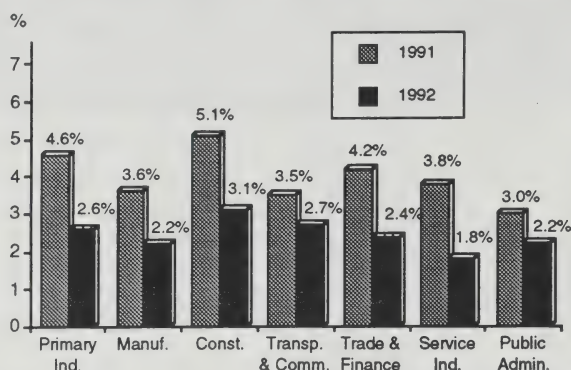
Wage increases from major collective bargaining settlements reached in 1992 averaged 2.1 per cent, a continuing decline from 3.6 per cent in 1991, and 5.6 per cent in 1990. The 2.1 per cent average is the lowest annual figure on record since the inception of Labour Canada's wage settlement data series.

There were 1,309,200 employees covered in the 482 settlements reached in 1992. When the parties to these agreements last bargained - with contract durations averaging 19 months - the resulting wage increases averaged 4.9 per cent, compared to the 2.1 average in their 1992 settlements.

Private Sector wage increases were at a record low of 2.5 per cent in 1992, a significant moderation from 4.2 per cent in 1991, and 5.7 per cent in 1990. Employee coverage in the 190 private sector settlements reached in 1992 was 345,100. Since peaking at 6.3 per cent in the third quarter of 1990, private sector increases have declined almost continuously to a record quarterly low of 2.1 per cent in the fourth quarter of 1992.

Le Bulletin est également disponible en français.

Base rate increases in 1991-92, by industry



Industry

Wage increases in 1992 were lower than in 1991 in all industry sectors, but more so in those with large public sector components: Public administration, and Community, Business and Personal Services. (Wage increases had also dropped in all industry sectors between 1990 and 1991.) Increases were lowest in the services sector with an average of 1.8 per cent for 652,400 employees. This represents a decline from 3.8 per cent in 1991, and 5.5 per cent in 1990. In Public Administration, wage increases in 1992 averaged 2.2 per cent for 211,200 employees, compared to 3.0 per cent in 1991, and 6.1 per cent in 1990. The Manufacturing sector also showed a significant decline in 1992 to 2.2 per cent for 90,300 employees, compared to 3.6 per cent in 1991, and 5.0 per cent in 1990.

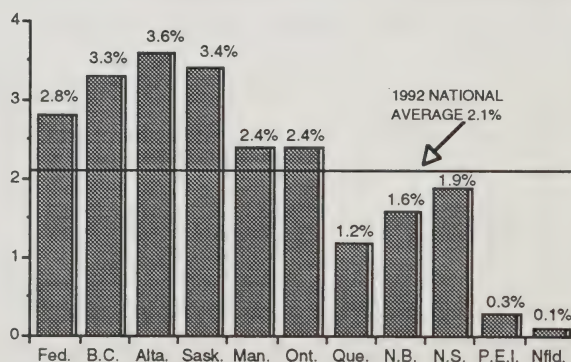
Base rate increases in 1990-92, by industry

Industry	1990		1991		1992	
	% Increase	# of Empls.	% Increase	# of Empls.	% Increase	# of Empls.
Primary industries	5.4	16,518	4.6	15,850	2.6	3,689
Manufacturing	5.0	147,127	3.6	80,459	2.2	90,263
Construction	6.1	165,970	5.1	50,175	3.1	104,915
Trans., Comm., & Util.	5.7	133,796	3.5	116,848	2.7	193,433
Trade	6.7	58,717	4.2	40,696	2.4	53,218
Services	5.5	497,001	3.8	625,072	1.8	652,444
Public Administration	6.1	126,844	3.0	415,463	2.2	211,239
All Industries	5.6	1,145,973	3.6	1,344,563	2.1	1,309,201

Jurisdictions

Wage increases in 1992 were below the national average in jurisdictions east of Ontario. However, increases were lower between 1991 and 1992 in all jurisdictions except Nova Scotia, Manitoba and the Federal jurisdiction. The increase in Nova Scotia reflects the absence of public sector settlements in 1992, and in the Federal jurisdiction, the absence of public service settlements. In Manitoba, public sector wage restraint had most of its impact in 1991. Private sector increases were lower between 1991 and 1992 in all jurisdictions except Saskatchewan (with a marginal increase). (They were lower between 1990 and 1991 in all jurisdictions except Alberta.)

Base rate increases in 1992, by jurisdiction



Base rate increases in 1990-92, by jurisdiction

Jurisdiction	1990		1991		1992	
	% Increase	# of Empls.	% Increase	# of Empls.	% Increase	# of Empls.
Newfoundland	7.0	17,515	2.1	49,890	0.1	26,560
P.E.I.	5.8	650	7.2	6,625	0.3	7,255
Nova Scotia	5.4	15,120	0.5	28,995	1.9	5,225
New Brunswick	6.2	29,005	2.2	43,365	1.6	29,810
Quebec	4.8	404,668	3.1	458,817	1.2	463,874
Ontario	6.5	396,001	5.7	269,937	2.4	342,589
Manitoba	5.0	13,553	2.3	74,951	2.4	18,644
Saskatchewan	3.9	20,390	4.4	10,550	3.4	12,962
Alberta	5.6	102,773	5.3	56,169	3.6	76,364
B.C.	7.0	31,399	4.9	74,233	3.3	170,316
Multi-province	6.6	13,385	5.1	7,400	3.0	7,885
Federal	5.5	101,514	2.4	263,631	2.8	147,717
All Jurisdictions	5.6	1,145,973	3.6	1,344,563	2.1	1,309,201

Distribution of employees by size of wage increase

With wage increases averaging 2.1% for all employees in 1992 settlements, 52 per cent received increases below 2.0%. Slightly more than two-thirds (68.5 per cent) gained increases of under 3.0%; close to 90 per cent (89.8 per cent) were in the under 4.0% range.

By comparison, with average gains of 3.6% for all employees in 1991 settlements, 22.6 per cent of those employees received gains of under 2.0%, a cumulative 28 per cent of employees received increases under 3.0%; and 60.7 per cent of employees, increases of under 4.0%. For close to 90 per cent (89.5 per cent) of employees in 1991 settlements, wage increases were in the under 6.0% range.

In contrast, with wage increases averaging 5.6% in 1990, the cumulative wage increase distribution was: 0.2 per cent of employees in the under 2.0% wage increase range; 3.2 per cent of employees in the under 4.0% range; 65.8 per cent of employees under 6.5%; and 84.1 per cent of employees under 7.0%.

Distribution of employees by size of wage increase, 1992

Increase Range	1992			
	# of Agts.	% of Agts.	# of Empls.	% of Empls.
0% and less	31	6.4	51,521	3.9
over 0% - 1.9%	132	27.4	629,464	48.1
2.0% - 2.9%	110	22.8	215,385	16.5
3.0% - 3.9%	145	30.1	278,290	21.3
4.0% - 4.9%	32	6.6	86,010	6.6
5.0% - 5.9%	27	5.6	38,881	3.0
6.0% - 6.9%	3	0.6	6,890	0.5
7.0% and over	2	0.4	2,760	0.2
All Levels	482	100.0	1,309,201	100.0

DECEMBER 1992

Wage increases from major collective bargaining settlements reached in December, 1992, averaged 1.7 per cent, down from 1.9 per cent in November and 2.0 per cent in October, and well below the average of 3.2 per cent in the third quarter of 1992.

However, there were only 25 contracts reached in the month of December, with a coverage of 34,030 employees. In 1992 as a whole, there were on average each month, 40 agreements covering 109,100 employees.

Coverage in December's settlements was equally divided between the public and private sectors. Public sector increases averaged 1.9 per cent for 16,896 employees in 14 agreements. In the private sector, increases averaged 1.4 per cent for 17,134 employees in 11 settlements.

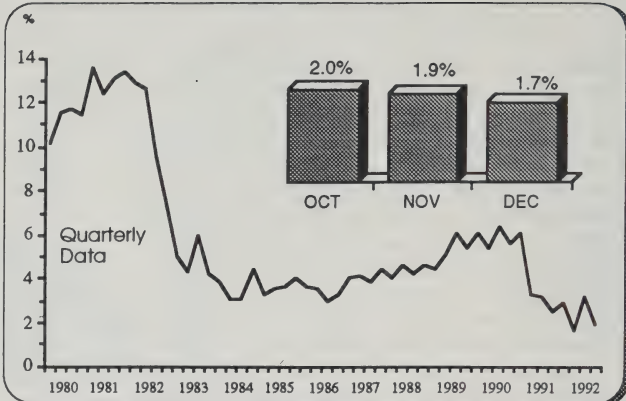
One-third of employees (11,370) in December's settlements were in Ontario, with increases averaging 1.6 per cent. They included 3,150 supermarket employees with increases averaging 1.6 per cent, 4,465 Ontario provincial police at 1.5 per cent, and 2,755 employees in the education sector at 1.7 per cent. For 6,969 employees in Quebec, increases averaged 3.1 per cent: 4,169 employees with the Quebec Building Maintenance Corporation at 3.1 per cent, and 2,800 Pratt and Whitney workers at 3.2 per cent.

The overall Federal jurisdiction average showed a wage reduction of 0.6 per cent on an average annual basis; for 3,297 Canadian Express drivers (of the 4,695 employees in the Federal jurisdiction), there was a wage cut of 5.7 per cent in a two-year contract. In British Columbia, increases averaged 2.7 per cent for 4,546 employees; they comprised 3,166 B.C. transit drivers at 2.0 per cent, 770 Fording Coal workers at 2.4 per cent, and 610 B.C. Building Corporation caretakers at 6.7 per cent. In the Prairie provinces, increases averaged 2.0 per cent for 3,930 employees; 3,430 of these were Alberta education and health sector employees at 2.0 per cent. In Atlantic Canada, there was a wage freeze in a single settlement for 950 Memorial University teaching staff (Newfoundland).

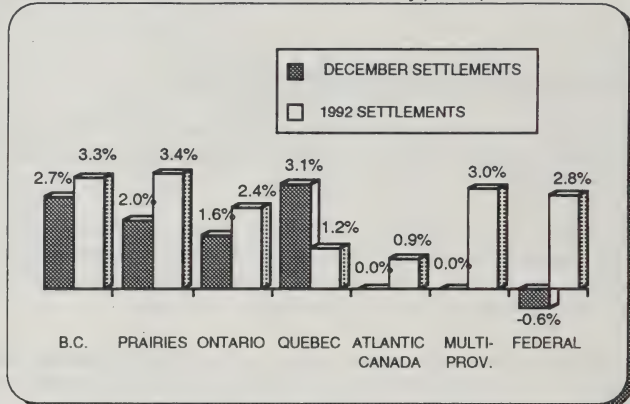
Increases in December were as follows:

Primary Industries	2.4%	770 empls.
Manufacturing	2.9%	3,800 empls.
Trans. & Comm.	0.4%	8,881 empls.
Trade & Finance	1.4%	3,700 empls.
Services	2.1%	11,804 empls.
Public Admin.	2.1%	5,075 empls.

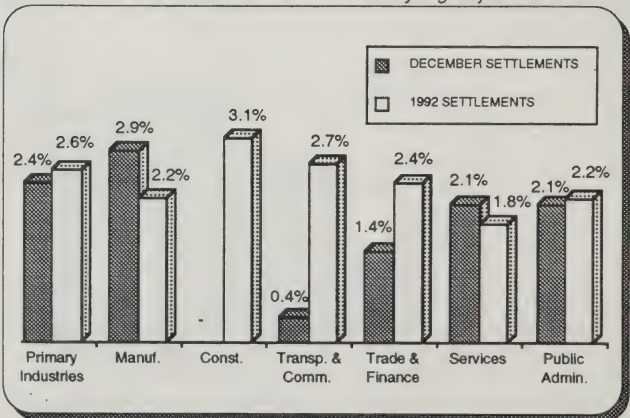
Base rate increases from major settlements



Base rate increases in December settlements by public/private sector



Base rate increases in December settlements by region/jurisdiction



MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary industries (1 agreements)	770	2.4	1.5	48.0	
Fording Coal Ltd., mine & tech. empls., Fording River (B.C.)	770	2.4 *	1.5	48	96-04-30
Manufacturing (2 agreements)	3 800	2.9	1.9	29.7	
Pratt & Whitney Canada Inc., prod. empls., (Que.)	2 800	3.2 *	1.9	36	96-02-28
Kaufman Footwear, production empls., Kitchener (Ont.)	1 000	2.0	2.0	12	94-01-16
Transportation and Communication (6 agreements)	8 881	0.4	-0.9	29.0	
Council of Marine Carriers, licensed empls., (B.C.)	900	2.5	2.0	24	94-09-30
Council of Marine Carriers, unlicensed empls., (B.C.)	500	1.9	0.0	36	94-09-30
B.C. Transit, drivers & maint. empls., (B.C.)	3 166	2.0	2.0	36	94-10-31
C.P. Express & Transport, drivers & warehouse empls.	3 295	-2.9	-5.7	24	94-12-31
C.N. Rail, traffic controllers & dispatchers, system-wide	520	3.0	3.0	24	93-12-31
Via Rail Canada Inc., carmen, system-wide	500	3.0	3.0	24	93-12-31
Trade & Finance (4 agreements)	3 700	1.4	1.2	24.0	
Zehrs Market (div. Zehrmart Ltd.), retail empls. (Ont.)	1 300	1.4	1.2	24	94-08-15
Oshawa Foods, retail empls., southern Ontario	1 050	1.6	1.5	24	94-07-03
Loblaws Ltd. retail empls., Nepean, Gloucester (Ont.)	800	1.9	1.8	24	94-04-30
Angus R. (div. of Finning Ltd.), (Alta.)	550	0.0	0.0	24	94-04-30
Community, Business & Personal Services (10 agreements)	11 804	2.1	1.1	29.6	
Lincoln Cty Br. of Ed., teachers, St Catherine (Ont.)	915	1.0	1.0	12	93-08-31
North York Br. of Ed., maintenance empls. (Ont.)	650	3.0 *	3.0	24	93-12-31
Carleton Br. of Ed., occasional teachers (Ont.)	500	1.3	2.1	24	93-12-31
Ottawa R.C. Sep. Sch. Brd., teachers (Ont.)	690	1.5	1.5	12	93-08-31
Transcona-Springfield Sch. n° 12, teachers (Man.)	500	2.0	2.0	24	93-12-31
Southern Alberta Inst. of Tech., admin. empls., Calgary	700	2.0	2.0	12	93-06-30
Mount Royal College, teachers, Calgary	530	2.0	2.0	12	93-06-30
University Hospital Brd., service empls. (Alta.)	2 200	2.0	2.0	24	94-03-31
Memorial University, academic staff, St John (Nfld.)	950	0.0	0.0	24	94-03-31
Corp. of Building and Maintenance Employers, maintenance empls., (Que.)	4 169	3.1	0.0	48	94-05-15
Public Administration (2 agreements)	5 075	2.1	2.4	24.0	
Government of Ontario, police officers (Ont.)	4 465	1.5 *	1.0	24	93-12-31
B.C. Buildings Corp., office & maintenance empls. (B.C.)	610	6.7 *	12.5	24	94-10-31
Agreements with COLA (5 agreements)	9 295	2.5	2.2	29.6	
Agreements without COLA (20 agreements)	24 735	1.3	0.4	28.0	
All agreements (25 agreements)	34 030	1.7	0.9	28.4	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1991				1992				1992			Year to date
	1990	1991	1992	4	1	2	3	4	Oct	Nov	Dec	
All Industries/Jurisdictions												
Average Annual Increase	5.6	3.6	2.1	2.4	2.9	1.6	3.2	1.9	2.0	1.9	1.7	2.1
Non-COLA	6.1	3.4	2.0	2.2	3.8	1.5	3.0	1.8	2.0	1.8	1.3	2.0
COLA	5.1	4.6	2.6	4.0	1.8	2.3	3.6	2.2	1.9	2.3	2.5	2.6
First Year Increase	5.9	3.6	2.0	1.7	2.7	1.5	3.3	1.6	2.0	1.4	0.9	2.0
Non-COLA	6.4	3.3	1.9	1.3	4.1	1.5	2.6	1.5	2.1	1.3	0.4	1.9
COLA	5.3	5.0	2.4	4.4	1.3	1.5	4.5	1.8	1.5	1.8	2.2	2.4
Industries												
Primary Industries	5.4	4.6	2.6	5.8	3.8	2.2	2.4	2.4	-	-	2.4	2.6
Manufacturing	5.0	3.6	2.2	3.5	2.4	1.6	2.9	2.7	3.3	1.9	2.9	2.2
Construction	6.1	5.1	3.1	5.8	3.7	3.2	2.9	3.0	2.6	3.0	-	3.1
Transp. & Communication	5.7	3.5	2.7	1.8	2.4	2.5	3.4	1.4	2.0	2.7	0.4	2.7
Trade-Finance	6.7	4.2	2.4	3.3	1.8	3.1	3.0	1.7	2.0	1.8	1.4	2.4
Services	5.5	3.8	1.8	4.7	4.0	1.4	2.7	1.9	2.0	1.5	2.1	1.8
Public Administration	6.1	3.0	2.2	1.8	2.2	1.6	4.1	1.6	1.4	1.0	2.1	2.2
Jurisdictions												
Newfoundland	7.0	2.1	0.1	2.5	3.0	0.0	-	0.0	-	-	0.0	0.1
Prince Edward Island	5.8	7.2	0.3	5.2	0.0	2.3	0.0	0.2	0.0	1.0	-	0.3
Nova Scotia	5.4	0.5	1.9	4.1	1.4	1.0	2.8	2.2	2.2	-	-	1.9
New Brunswick	6.2	2.2	1.6	-	-	1.1	-	2.1	2.1	3.0	-	1.6
Quebec	4.8	3.1	1.2	3.1	3.0	1.1	2.6	1.8	0.8	1.1	3.1	1.2
Ontario	6.5	5.7	2.4	5.1	2.3	2.7	2.6	1.9	2.1	1.8	1.6	2.4
Manitoba	5.0	2.3	2.4	3.0	2.8	2.8	2.6	1.9	1.4	2.6	2.0	2.4
Saskatchewan	3.9	4.4	3.4	2.2	3.8	3.2	3.7	2.2	2.2	-	-	3.4
Alberta	5.6	5.3	3.6	4.5	5.0	3.6	2.8	2.2	2.2	2.5	2.0	3.6
British Columbia	7.0	4.9	3.3	4.3	3.6	2.8	3.8	3.0	3.2	2.5	2.7	3.3
Multi-Province	6.6	5.1	3.0	-	2.1	-	3.7	2.9	-	3.3	0.0	3.0
Federal Jurisdiction	5.5	2.4	2.8	1.6	2.6	2.3	3.4	0.9	1.8	-	-0.6	2.8
Public Sector	5.6	3.4	2.0	2.3	3.1	1.5	3.3	1.8	1.8	1.6	1.9	2.0
Private Sector	5.7	4.2	2.5	3.2	2.4	2.3	3.1	2.1	2.5	2.3	1.4	2.5

OTHER INDICATORS

	(year-over-year percentage change)				1992				1992			Year to date
	1990	1991	1992	4	1	2	3	4	Oct	Nov	Dec	
Union Wage Rate Index												
Average Weekly Earnings	5.4	5.4	3.6	5.2	3.9	3.6	3.6	3.5	3.5	3.5	3.5	3.6
All Industries	5.0	4.7		2.0	4.5	1.9	1.3		1.0	1.0		
Manufacturing	5.2	4.8		5.1	3.6	4.3	3.4		2.4	2.5		
Consumer Price Index	4.8	5.6	1.5	4.1	1.6	1.5	1.2	1.8	1.6	1.7	1.5	1.5

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Ontario School Boards	Various Teachers' Unions	24 160	Barg./Med.	August 92
•Ontario Hospitals	CUPE	18 000	Arbitration	September 91
•Government of Saskatchewan	Sask. Govt. Empls. Union	10 000	Rot. Work	September 91
			Stoppage	
•Government of Saskatchewan	CUPE, SEIU & Teachers	25 400	Bargaining	December 91
•C.N. Rail	Shopcrafts	2 000	Conciliation	December 91
•Metropolitan Toronto Police	Metropolitan Toronto Police Assn.	7 500	Arbitration	December 91
•Toronto Hydro	CUPE	1 245	Post Conc.	January 93
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta School Districts	Alberta Teachers' Assns.	3 988	Barg./Med.	August 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	16 679	Bargaining	June 92
•City of Toronto and Metro Toronto	CUPE	14 195	Bargaining	December 92
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	Bargaining	December 92
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	Bargaining	December 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Conciliation	April 92
•MUUCTC (Montreal Transit)	Fed. of Public Serv. Empls.	2 100	Bargaining	March 93
•Government of Newfoundland	CUPE & NAPE	13 650	Bargaining	March 93

Private Sector

•Air Canada	Machinists	8 000	Conciliation	June 92
•Canadian Airlines International	CAW	3 912	Tent.Agt.	July 93
•Miracle Food Mart (A&P) Ont.	U.F.C.W.	10 000	Conciliation	June 92
•Cominco Ltd.(Trail, Kimberley B.C.)	Steelworkers	3 300	Bargaining	September 92
•Purolator Courier	Teamsters & S.T.E.C.	3 700	Barg./Conc.	December 92
•Hotel Employer's Group of Toronto	Hotel & Restaurant Empls. Intl. Union	4 000	Bargaining	January 93
•Iron Ore Co. & Que. Cartier Mining	Steelworkers	2 550	Bargaining	February 93
•Motor Transport Ind. Rel. Bur.	Teamsters	1 400	Bargaining	March 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Bristol Aerospace, Man.	CAW	870	March 93
•Ontario Hospitals	Ontario Nurses' Assn.	41 000	March 93
•Saskatchewan Health Care	Saskatchewan Union of Nurses	6 800	March 93
•Alberta Health Care	various unions	11 260	March 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertains to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on new settlements, the BLI compiles information on wage adjustments effective in the reference period, for all employees under major collective bargaining agreements. The "union wage rate" monitors adjustments - increases, decreases and no changes - in base wage rates from all settlements in force - from those reached in the period, from agreements reached earlier with changes deferred to the period, and those resulting from COLA clauses.

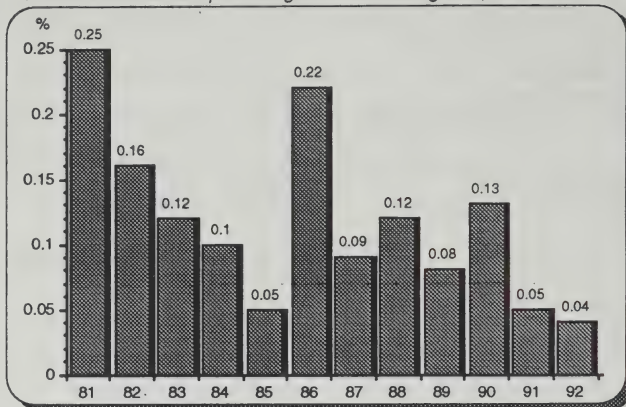
Major Work Stoppages, 1992

Time not worked as a result of major work stoppages in 1992 amounted to 1,178,300 person-days, or 0.04 per cent of estimated total working time (4 days per 10,000 worked). These figures represent a significant and continuing decline from 1990 and 1991 when the corresponding figures were: 1990 - 3,520,150 person-days and 0.13 per cent of working time; 1991 - 1,453,110 and 0.05 per cent of working time.

The 1992 proportion of working time figures of 4 days per 10,000 worked, (which takes account increases of employment and working time), is the lowest in the past thirty years.

There were 43 stoppages involving 120,694 workers in 1992, compared to 36 stoppages and 218,639 workers in 1991, and 66 stoppages and 222,663 workers in 1990.

Time not worked as a percentage of total working time, 1981-92



Four major stoppages, all in British Columbia, accounted for over 50 per cent (52.4%) of the total number of person-days not worked in 1992.

There were in total 12 stoppages in British Columbia, accounting for 57 per cent (671,280) of all person-days not worked. In Ontario, there were 17 stoppages accounting for another 29.1 per cent (342,490) of all person-days not worked.

Major Work Stoppages in 1992, by Jurisdiction

Jurisdiction	Stoppages	# of Workers	Person-Days not worked
Nova Scotia	2	1,100	1,600
New Brunswick	4	19,764	45,670
Quebec	3	4,672	23,360
Ontario	17	31,047	342,490
Saskatchewan	1	1,660	8,310
Alberta	3	9,467	85,090
B.C.	12	52,283	671,280
Federal Labour Code	1	701	500
Total	43	120,694	1,178,300

The Eight Largest Major Work Stoppages

Employer	Province	Union	Person-days
Pulp & Paper Industrial Rel. Bureau	B.C.	Can. Paperworkers	254,940
Fording Coal Ltd.	B.C.	United Steelworkers	139,460
Health Labour Rel. Association	B.C.	B.C. Hospital Empls.	127,730
Westar Mining Ltd.	B.C.	United Mine Workers	96,240
Labourers' Employers Barg. Agency	Ontario	Labourers	72,000
Cami Automotive Inc.	Ontario	Canadian Auto Workers	50,400
University of British Columbia	B.C.	C.U.P.E.	43,890
Battle River School Auth. Assn.	Alberta	Alberta Teachers	43,040



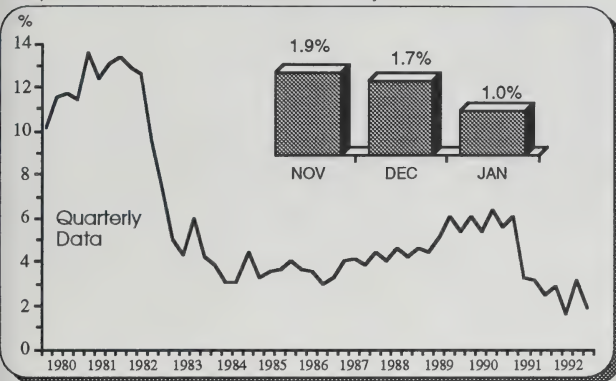
THE WAGE SETTLEMENTS BULLETIN

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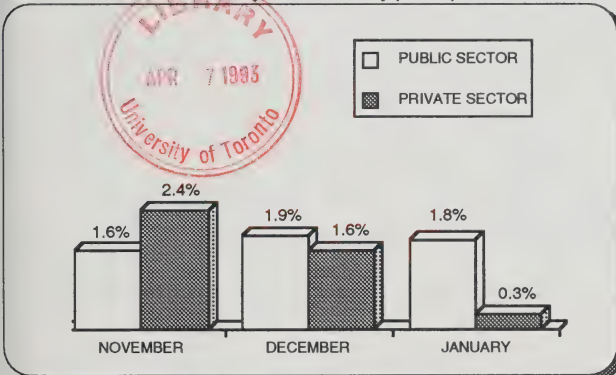
Perspective on base rate increases from major settlements



•The average annual increase from major collective bargaining agreements reached in the month of **January** was **1.0 per cent**, down from 1.7 per cent in December, 1992, and 1.9 per cent for the fourth quarter of 1992 as a whole.

•The January data are based on a review of the 24 settlements reached in the month, and cover 33,300 employees. (On average, there was a monthly coverage of 40 settlements and 110,000 employees during 1992.) When the parties to these January settlements last bargained - with contract durations averaging 2 1/2 years - the resulting wage increases averaged 4.7 per cent.

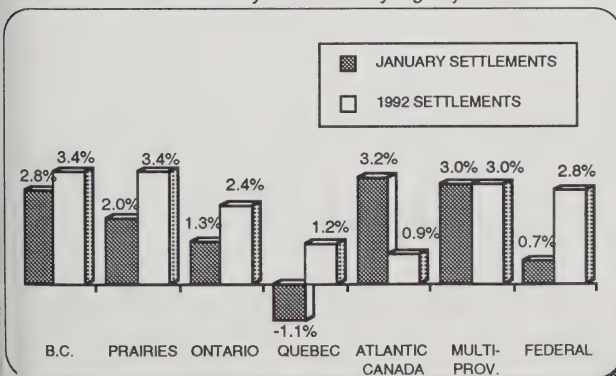
Base rate increases in January settlements by public/private sector



•Wage increases for 14,500 **public sector** employees in fourteen January settlements averaged **1.8 per cent**, the same as the fourth quarter 1992 public sector average.

•**Private sector** increases were at a historical low of **0.3 per cent** for 18,800 employees covered by 10 agreements reached in January. Among them were agreements for 10,288 Canadian Airlines International employees; whereas 6,800 of these employees received wage increases averaging 0.5 per cent annually, the other 3,488 received a wage cut averaging 0.5 per cent annually, all in three-year settlements. At Air Canada, there was a 12-month wage freeze for 3,400 employees, and for 1,100 employees of St-Hubert BBQ, there was a wage cut of 9.1 per cent in a 17-month contract.

Base rate increases in January settlements by region/jurisdiction



•The January increase of 1.0 per cent was largely the result of settlements reached in the transportation sector, all within the Federal jurisdiction, with increases of 0.7 per cent for 17,193 employees. For 2,894 employees in Quebec, there was a net average annual wage decrease of 1.1 per cent. In Ontario, increases averaged 1.3 per cent for 5,861 employees; in the Prairie provinces, 2.0 per cent for 4,574 employees; in British Columbia, 2.8 per cent for 579 employees, and in Atlantic Canada, 3.2 per cent for 1,300 employees. In a single multi-provincial agreement covering 900 employees, the increase was 3.0 per cent.

• In January's settlements, twenty-five per cent of all employees received wage adjustments at or below 0.0 per cent. In settlements over the past year (January-December 1992), only four per cent of employees had their wages frozen or rolled back.

• Forty-five per cent of employees covered in January's settlements received increases of up to 1.9 per cent, which is slightly below the forty-eight per cent of employees in 1992 settlements who received increases in that range.

• Over seventeen per cent of employees in January's settlements received increases ranging from 2.0 to 2.9 per cent, whereas in 1992, over sixteen per cent of employees covered received increases in the same range.

• Nine per cent of employees covered in January's settlements received increases ranging from 3.0 to 3.9 per cent, which is much less than the approximately twenty-one per cent of employees in 1992 settlements who received increases in that range.

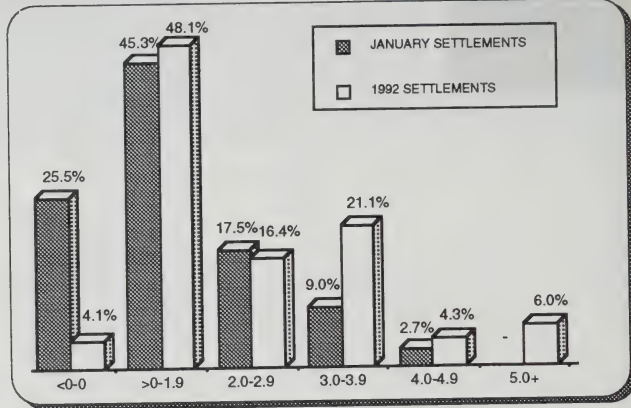
• Less than three per cent of employees in January's settlements received increases of 4.0 per cent or more whereas over ten per cent of employees in 1992 settlements received wage adjustments in that range.

• Contracts in the Federal jurisdiction covering 17,193 employees accounted for just over one half of employees in January's settlements, compared to a Federal jurisdiction representation of 19.2 per cent in all agreements in force. The Prairie provinces (4,574 employees) accounted for 13.7 per cent of all employees in the month's settlements, while having 8.7 per cent of employees in agreements in force. One multi-provincial agreement (900 employees) represented 2.7 per cent of employees covered in January's settlements, with only 0.9 per cent of employees in agreements in force. Other remaining regions/jurisdictions were under-represented in January's settlements, when compared to the universe of agreements in force.

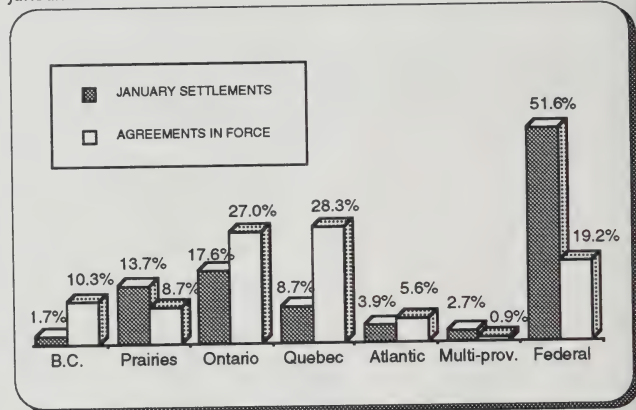
• Wage increases by industry were as follows:

Manufacturing	2.7%	894 empls.
Construction	3.2%	1,300 empls.
Transp. & Comm.	0.7%	17,193 empls.
Trade & Finance	1.7%	900 empls.
Services	0.6%	9,322 empls.
Public Admin.	2.3%	3,692 empls.

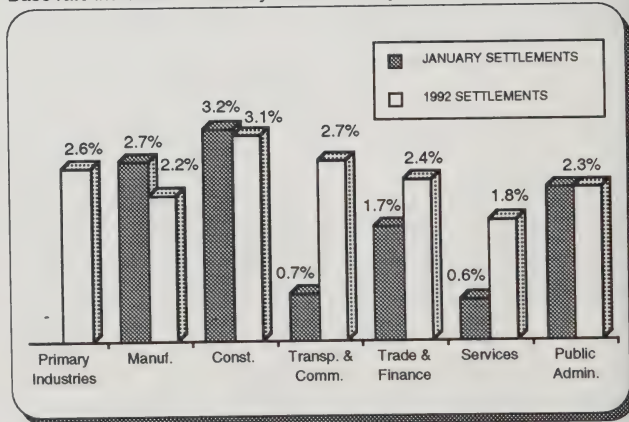
Percentage distribution of employees in January settlements by size of base rate increases



Percentage distribution of employees in January settlements by region/jurisdiction



Base rate increases in January settlements by sector



MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (1 agreement)	894	2.7	2.5	36.0	
Bombardier Inc., production empls., La Pocatière (Que.)	894	2.7	2.5	36	95-09-30
Construction (2 agreements)	1 300	3.2	2.8	30.5	
Const. Mgt. Bureau, plumbers & pipefitters, (N. S.)	700	2.2	2.4	36	95-04-30
Mech. Contr. Assn. of N.B., plumbers & pipefitters, (N.B.)	600	3.7	3.6	24	94-06-30
Transportation & Communication (6 agreements)	17 193	0.7	1.0	27.4	
Air Canada, customer service empls., system-wide	3 400	0.0	0.0	12	93-09-30
Canadian Airlines Int., technical empls., system-wide	5 534	0.5	1.5	36	95-12-31
Canadian Airlines Int., flight attendants, system-wide	3 488	-0.2	0.5	36	95-12-31
Canadian Airlines Int., office empls., system-wide	1 266	0.5	-1.5	36	95-12-31
Canadian National Railway, engineers, system-wide	1 505	3.0	3.0	24	93-12-31
O.C. Transpo., drivers & maint. empls. (Ont.)	2 000	2.0	2.0	12	93-12-31
Trade & Finance (1 agreement)	900	1.7	1.0	36.0	
Auto. Ind. Employers' Assn., mech., service empls. (Que)	900	1.7	1.0	36	94-11-30
Community, Business & Personal Services (11 agreements)	9 322	0.6	0.6	26.4	
Quality Control Non-Destructive Testing Agt., technical empls., Canada-wide	900	3.0	2.8	24	94-11-30
St-Hubert BBQ Ltd., restaurant empls., Montreal area	1 100	-6.5	-	17	94-05-02
Hamilton Bd. of Educ., maintenance empls., (Ont.)	613	1.0	0.0	36	94-08-31
Stormont, Dundas & Glengarry Bd. of Education, teachers-secondary, (Ont.)	500	2.2	0.9	24	94-08-31
Oxford County Bd. of Educ., teachers-primary (Ont.)	655	0.8	0.8	12	93-08-31
York Region Bd. of Educ., maintenance empls., (Ont.)	500	0.0	0.0	12	93-12-31
Victoria Cty. Bd. of Educ., teachers-elementary (Ont.)	500	0.9	0.9	24	94-08-31
St-Vital School Div. 6, teachers, (Man.)	572	2.0	2.0	36	94-12-31
Brd. Sch. Trustees, Dist.44, office & maint.empls., B.C.	579	2.8	4.3	24	93-12-31
University of Toronto, teaching asst., (Ont.)	2 500	1.3	3.0	36	95-08-31
University of Manitoba, instructors & tutors (Man.)	900	1.0	0.0	24	94-08-31
Public Administration (3 agreements)	3 692	2.3	4.1	32.2	
City of Ottawa, police officers (Ont.)	590	2.5	2.5	12	92-12-31
City of Calgary, outside empls. (Alta.)	2 200	1.3	4.0	36	94-12-31
City of Edmonton, fire-fighters, (Alta.)	902	4.5	5.5	36	93-12-31
Agreements with COLA (0 agreements)	-	-	-	-	
Agreements without COLA (24 agreements)	33 301	1.0	1.3	28.2	
All agreements (24 agreements)	33 301	1.0	1.3	28.2	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1990	1991	1992	1991	1992				May	Aug	Nov	1992		1993	
					1	2	3	4				Nov	Dec	Jan	Jan
All Industries/Jurisdictions				4											
Average Annual Increase	5.6	3.6	2.2	2.4	2.9	1.6	3.2	1.9	1.7	2.9	1.6	1.9	1.7	1.0	
Non-COLA	6.1	3.4	2.0	2.2	3.8	1.5	2.9	1.8	1.5	2.7	1.4	1.8	1.4	1.0	
COLA	5.1	4.6	2.6	4.0	1.8	2.3	3.7	2.2	2.8	3.7	2.3	2.3	2.2	-	
First Year Increase	5.9	3.6	2.0	1.7	2.7	1.5	3.3	1.6	1.7	3.0	1.2	1.4	0.8	1.3	
Non-COLA	6.4	3.4	1.9	1.3	4.1	1.5	2.6	1.5	1.5	2.5	1.1	1.3	0.4	1.3	
COLA	5.3	5.0	2.4	4.4	1.3	1.6	4.5	1.7	2.9	4.8	1.7	1.9	1.5	-	
Industries															
Primary Industries	5.4	4.7	2.6	5.8	3.8	2.2	2.4	2.4	-	2.4	2.4	-	2.4	-	
Manufacturing	5.0	3.7	2.2	3.5	2.5	1.7	2.9	2.5	2.5	3.3	2.2	1.9	2.3	2.7	
Construction	6.1	5.3	3.1	5.8	3.7	3.2	2.9	3.0	3.2	2.8	3.1	3.0	-	3.2	
Transp. & Communication	5.6	3.5	2.7	1.8	2.4	2.5	3.3	1.4	2.8	3.1	0.8	2.7	0.4	0.7	
Trade-Finance	6.7	4.2	2.4	3.3	1.8	3.1	3.0	1.8	2.8	2.7	1.7	1.8	1.4	1.7	
Services	5.5	3.8	1.8	4.7	4.0	1.4	2.8	1.9	1.3	2.4	1.5	1.5	2.1	0.6	
Public Administration	6.1	3.0	2.3	1.8	2.2	1.6	4.3	1.5	1.3	3.8	1.9	1.0	2.0	2.3	
Jurisdictions															
Newfoundland	7.0	2.1	0.1	2.5	3.0	0.0	-	0.0	0.0	-	0.0	-	0.0	-	
Prince Edward Island	5.8	7.2	0.3	5.2	0.0	2.3	0.0	0.2	2.3	0.0	1.0	1.0	-	-	
Nova Scotia	5.4	0.5	1.9	4.1	1.4	1.0	2.8	2.2	2.2	2.4	2.7	-	-	2.7	
New Brunswick	6.2	2.2	1.6	-	-	1.1	-	2.1	1.1	2.1	3.4	3.0	-	3.7	
Quebec	4.8	3.1	1.2	3.1	3.0	1.1	2.1	1.8	1.1	2.7	1.5	1.1	2.6	-1.1	
Ontario	6.5	5.7	2.4	5.1	2.3	2.7	2.6	1.9	2.7	2.4	1.8	1.9	1.6	1.3	
Manitoba	5.0	2.3	2.4	3.0	2.8	2.8	2.6	1.9	2.6	1.8	2.2	2.6	2.0	1.4	
Saskatchewan	3.9	4.4	3.4	2.2	3.8	3.2	3.7	2.2	3.6	3.4	-	-	-	-	
Alberta	5.6	5.3	3.6	4.5	5.0	3.6	2.8	2.2	3.5	2.3	2.2	2.5	2.0	2.2	
British Columbia	7.0	5.0	3.4	4.3	3.6	2.8	3.9	2.9	3.5	4.0	2.6	2.5	2.6	2.8	
Multi-Province	6.6	5.1	3.0	-	2.1	-	3.7	2.9	3.7	-	2.9	3.3	0.0	3.0	
Federal Jurisdiction	5.3	2.4	2.8	1.6	2.6	2.3	3.4	1.0	2.9	3.1	0.4	-	-0.4	0.7	
Public Sector	5.6	3.4	2.0	2.3	3.1	1.5	3.4	1.8	1.5	2.9	1.7	1.6	1.9	1.8	
Private Sector	5.7	4.2	2.5	3.2	2.5	2.3	3.0	2.1	2.6	3.0	1.5	2.3	1.5	0.3	

OTHER INDICATORS

(year-over-year percentage change)

	1990	1991	1992	1991	1992				May	Aug	Nov	1992		1993	
					1	2	3	4				Nov	Dec	Jan	Jan
Union Wage Rate Index				4											
Average Weekly Earnings	5.4	5.4	3.6	5.2	3.9	3.6	3.6	3.5	3.7	3.6	3.4	3.5	3.5	3.2	
All Industries	5.0	4.7		2.0	4.5	1.9	1.3	0.9				1.0	0.8		
Manufacturing	5.2	4.8		5.1	3.6	4.3	3.4	2.4				2.2	2.5		
Consumer Price Index	4.8	5.6	1.5	4.1	1.6	1.5	1.2	1.8	1.2	1.3	1.9	1.7	1.5	2.0	

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Ontario School Boards	Various Teachers' Unions	20 160	Barg./Med.	August 92
•Ontario Hospitals	CUPE	23 000	Arbitration	September 91
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	Bargaining	December 92
•City of Toronto and Metro Toronto	CUPE	14 195	Bargaining	December 92
•Government of Saskatchewan	Sask. Govt. Empls. Union	10 000	Rot. Work Stoppage	September 91
•Government of Saskatchewan	CUPE, SEIU & Teachers	25 400	Bargaining	December 91
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta School Districts	Alberta Teachers' Assns.	1 105	Barg./Med.	August 92
•Alberta Health Care	various unions	11 260	Bargaining	March 93
•Government of Newfoundland	CUPE & NAPE	13 650	Bargaining	March 93
•Government of P.E.I.	Union of Public Service Employees	3 800	Bargainig	March 93
•B.C. Boards of School Trustees	B.C. Teachers' Federation	16 873	Bargaining	June 92
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	Bargaining	December 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Conciliation	April 92
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•C.N. Rail	Shopcrafts	2 000	Conciliation	December 92
•MUCTC (Montreal Transit)	Fed. of Public Serv. Empls.	2 100	Bargaining	March 93

Private Sector

•Air Canada	Machinists	8 000	Conciliation	June 92
•Bristol Aerospace, Man.	CAW	870	Bargaining	March 93
•Alberta Construction Industry	various unions	15,550	Bargaining	April 93
•Motor Transport Ind. Rel. Bur.	Teamsters	1 400	Bargaining	March 93
•Hotel Employer's Group of Toronto	Hotel & Restaurant Empls. Intl. Union	4 000	Bargaining	January 93
•Cominco Ltd.(Trail, Kimberley B.C.)	Steelworkers	3 300	Bargaining	September 92
•Iron Ore Co. & Que. Cartier Mining	Steelworkers	2 988	Bargaining	February 93
•Purolator Courierier	Teamsters & S.T.E.C.	3 700	Barg./Conc.	December 92

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Ontario Hospitals	Ontario Nurses' Assn.	41 000	March 93
•Saskatchewan Health Care	Saskatchewan Union of Nurses	6 800	March 93
•Pipe Line Contractors' Ass'n	various unions	3 000	April 93
•Government of Quebec	various unions	350 000	June 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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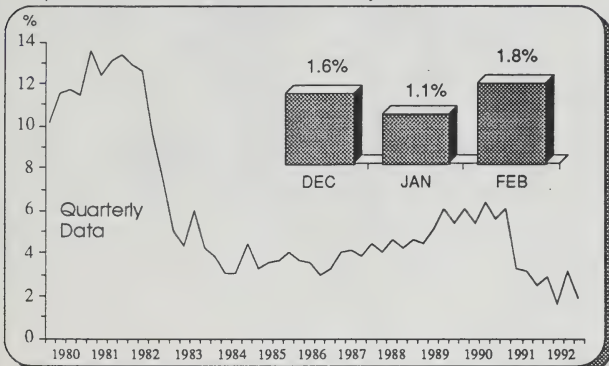


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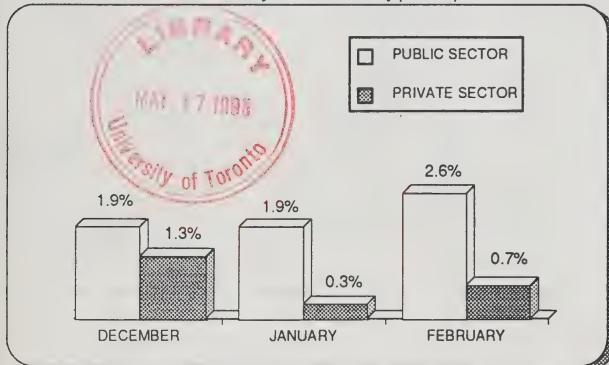
THE WAGE SETTLEMENTS BULLETIN

April 1993
Volume 4, Issue 4

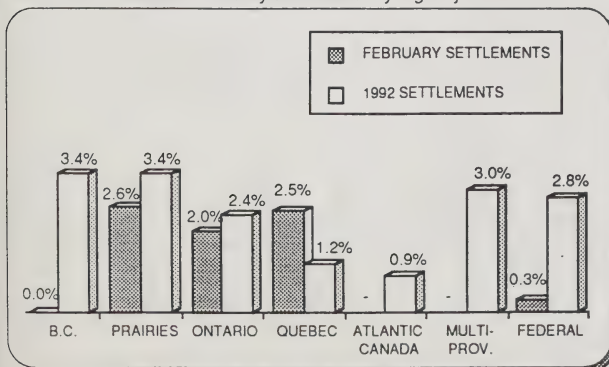
Perspective on base rate increases from major settlements



Base rate increases in February settlements by public/private sector



Base rate increases in February settlements by region/jurisdiction



Le Bulletin est également disponible en français.

FEBRUARY 1993

•The average annual wage increase from major collective bargaining settlements reached in the month of **February** was **1.8 per cent**, up from a historical monthly low of 1.1 per cent in January, and marginally below the average of 1.9 per cent in the fourth quarter of 1992.

•The February data are based on a review of the 26 settlements reached in the month, and cover 41,000 employees. (On average, there was a monthly coverage of 40 settlements and 110,000 employees in 1992.) When the parties to these February settlements last bargained - with contract durations averaging 22 months - the resulting wage increases averaged 5.7 per cent, compared to the 1.8 per cent average in their February settlements.

•**Public sector** wage increases averaged **2.6 per cent** for 23,200 employees in nineteen February settlements, up from 1.9 per cent in January, and 1.8 per cent in the fourth quarter of 1992. The public sector figure in February originated largely in Ontario - an average of 2.7% to 11,974 employees, and in Alberta - 2.8% to 9,008 employees. In Ontario, increases ranged from a wage freeze for 1,245 Toronto Hydro employees, to 3.5% for 7,330 employees of the Metro Toronto police. Public sector increases in Alberta ranged from 1.6% for 618 City of Calgary utilities workers, to 4.3% for 1,852 primary school teachers in Calgary.

•Wage increases averaged **0.7 per cent** for 17,800 **private sector** employees in seven February settlements. The private sector average included wage freezes for 3,000 Air Canada employees, 3,912 Canadian Airlines employees, and 592 T. Eaton Co. (B.C.) employees; and a 1.0% increase to 8,500 Miracle Food Mart employees in Ontario.

•One-half of the employees (20,500) in February's settlements were in Ontario, with wage increases averaging 2.0 per cent. Another 26 per cent (10,700) of employees were in the Prairie provinces (mostly Alberta), with increases of 2.6%. In the Federal jurisdiction, with 20 per cent (8,100) of employees in February's settlements, wage increases averaged 0.3 per cent.

•Twenty-one per cent of employees in February's settlements had their wages frozen. In January, 25 per cent of employees had wage adjustments at or below 0.0 per cent; for all of 1992, the corresponding figure was four per cent of employees.

•A cumulative 57 1/2 per cent of employees in February received increases of 1.9 per cent or less (including those with wages frozen). The corresponding figure for January was 71 per cent, and for 1992, 52 per cent.

•Close to 37 per cent of employees in February received wage increases in the 2.0 to 3.9 per cent range, compared to 26 1/2 per cent of employees in January's settlements, and 38 per cent in 1992.

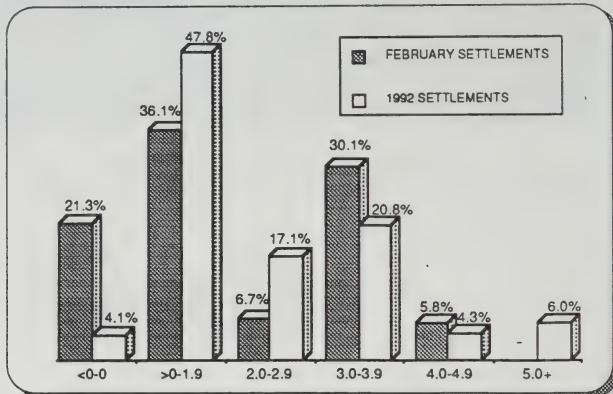
•In February's settlements, under six per cent of employees received increases of 4.0 per cent or more; the corresponding figure for January was less than three per cent of employees, and for 1992, slightly over ten per cent of employees.

•Settlements in Ontario covering 20,500 employees accounted for 50 per cent of employees in February's settlements, compared to a representation of 26.7 per cent of employees in all agreements in force. The Prairie provinces accounted for 26 per cent of employees in the month's settlements, while having 9.2 per cent of employees in agreements in force. In the Federal jurisdiction, coverage was 19.8 per cent of employees in February's settlements, compared to 19.5 per cent in agreements in force. There were no agreements in Atlantic Canada, and both British Columbia and Quebec were under-represented in February's coverage, when compared to the universe of agreements in force.

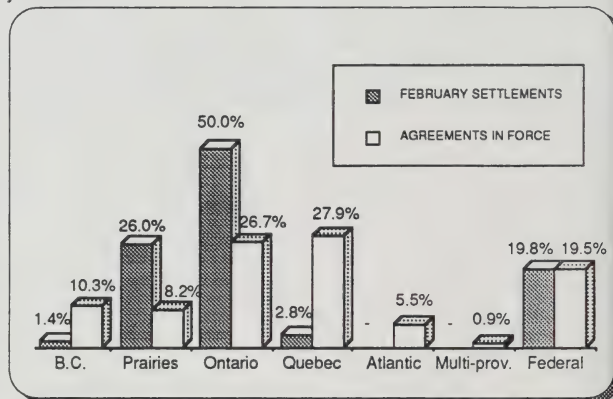
Wage increases by industry in February were as follows:

Manufacturing	4.2%	540 empls.
Transp., Comm. & Utilities	0.3%	9,985 empls.
Trade	0.9%	9,092 empls.
Services	2.3%	11,839 empls.
Public Admin.	3.4%	9,530 empls.

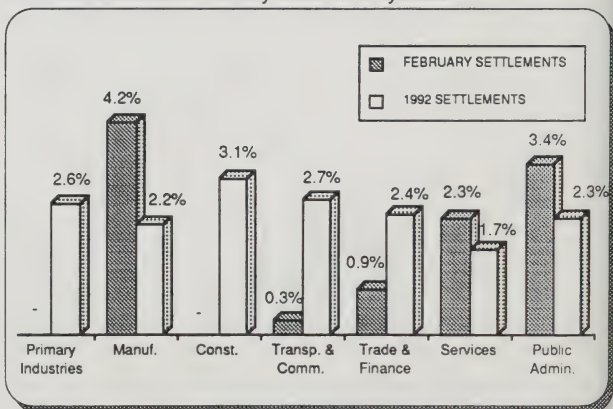
Percentage distribution of employees in February settlements by size of base rate increases



Percentage distribution of employees in February settlements by region/jurisdiction



Base rate increases in February settlements by sector



MAJOR SETTLEMENTS REACHED IN FEBRUARY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (1 agreement)	540	4.2	4.2	12.0	
Dominion Textile Inc., (Swift Textiles) production empls., (Que.)	540	4.2	4.2	12	94-02-12
Transportation & Communication (7 agreements)	9 985	0.3	0.5	24.8	
Air Canada, flight attendants, system-wide	3 000	0.0	0.0	12	93-10-31
Canadian Airlines International Ltd., customer service empls. & passenger agents, system-wide	3 912	0.0	0.0	34	95-12-31
City of Calgary, utilities workers (Alta.)	618	1.6	4.5	33	94-12-31
Alberta Wheat Pool, grain elevator empls. (Alta.)	550	2.0	2.0	36	95-12-31
Toronto Electric Commissioners, hourly and salaried empls. (Ont.) (2 agts.)	1 245	0.0	0.0	12	94-01-31
Nfld. Telephone Co., technical empls., St John's	660	1.8	1.0	36	95-12-31
Trade & Finance (2 agreements)	9 092	0.9	0.9	12.0	
A&P (Miracle Food Mart), retail empls. (Ont.)	8 500	1.0	1.0	12	93-06-21
T. Eaton Co., retail empls., Victoria (B.C.)	592	0.0	0.0	12	94-01-27
Community, Business & Personal Services (12 agreements)	11 839	2.3	2.0	19.4	
Calgary R.C. School District n°1, teachers, (Alta.)	1 852	4.3	4.3	12	93-08-31
Red Deer Public School District n°104, teachers (Alta.)	558	3.0	3.0	12	93-08-31
Bow Valley School Authority, teachers (Alta.)	780	3.0	3.0	12	93-08-31
Toronto Board of Education, maintenance empls. (Ont.)	850	3.0*	3.0	24	93-12-31
Toronto Board of Education, teacher's asst. (Ont.)	600	3.0*	3.0	24	93-12-31
Wellington Cty. Brd. of Education, primary & secondary school teachers (Ont.) (2 agreements)	1 389	0.7	0.3-0.2	24	94-08-31
Northumberland & Newcastle Brd. of Ed., teachers (Ont.)	560	1.5	0.0	24	94-08-31
University of Calgary, office & clerical (Alta.)	2 200	2.0	2.0	12	93-03-31
University of Manitoba, support staff, Winnipeg (Man.)	1 650	1.5	0.0	37	95-10-01
University of Sherbrooke, support staff, (Que.)	600	1.0	1.0	6	93-05-31
Caritas Health Group, non-med. empls. (3 hospitals) (Alta.)	800	1.7	1.9	24	94-03-31
Public Administration (4 agreements)	9 530	3.4	3.4	14.8	
City of Edmonton, outside empls. (Alta.)	2 200	3.0	3.0	24	93-12-31
Metro Commissioners of Police, police officers, office & tech. empls., Toronto, (Ont.) (3 agreements)	7 330	3.5	3.5	12	92-12-31
Agreements with COLA (2 agreements)	1 450	3.0	3.0	24.0	
Agreements without COLA (24 agreements)	39 536	1.8	1.7	17.7	
All agreements (26 agreements)	40 986	1.8	1.7	17.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1990	1991	1992	1992				Year to Date	Jun		Sep		Dec		1992		1993	
				1	2	3	4		Aug	Aug	Nov	Nov	Dec	Dec	Dec	Jan	Jan	Feb
				4														
All Industries/Jurisdictions																		
Average Annual Increase				2.4	2.9	1.6	3.2	1.9	1.5	2.6	2.2	2.2	1.5	1.6	1.6	1.1	1.8	
Non-COLA	5.6	3.6	2.2	2.2	3.8	1.5	2.9	1.8	1.4	2.2	2.2	1.4	1.4	2.2	2.2	1.1	1.8	
COLA	6.1	3.4	2.0	4.1	1.8	2.3	3.7	2.2	3.0	3.8	2.1	2.3	2.3	2.2	2.2	-	3.0	
First Year Increase	5.9	3.6	2.0	1.7	2.7	1.5	3.3	1.6	1.6	2.7	1.9	1.3	1.3	0.8	0.8	1.4	1.7	
Non-COLA	6.4	3.4	1.9	1.3	4.1	1.5	2.6	1.5	1.6	2.1	2.0	1.3	1.3	0.4	0.4	1.4	1.7	
COLA	5.3	5.0	2.4	4.4	1.3	1.6	4.5	1.7	3.0	4.7	1.4	1.7	1.7	1.5	1.5	-	3.0	
Industries																		
Primary Industries	5.4	4.7	2.6	5.8	3.8	2.2	2.4	2.4	-	-	2.4	2.4	2.4	2.4	2.4	-	-	
Manufacturing	5.1	3.7	2.2	3.5	2.5	1.7	2.9	2.5	3.2	2.8	2.7	2.4	2.4	2.3	2.3	2.7	4.2	
Construction	6.1	5.3	3.1	5.8	3.7	3.2	2.9	3.0	3.2	2.9	3.0	3.2	3.2	-	-	3.2	-	
Transp. & Communication	5.6	3.5	2.7	1.8	2.4	2.5	3.3	1.4	0.7	3.2	2.5	0.6	0.6	0.4	0.4	0.8	0.3	
Trade-Finance	6.7	4.2	2.4	3.3	1.8	3.1	3.0	1.9	1.0	2.8	2.3	1.1	1.1	1.4	1.4	1.7	0.9	
Services	5.5	3.8	1.7	4.7	4.0	1.4	2.8	1.8	1.5	1.7	2.1	1.6	1.6	1.8	1.8	0.6	2.3	
Public Administration	6.1	3.0	2.3	1.8	2.2	1.6	4.3	1.5	3.1	3.5	1.5	2.8	2.8	2.0	2.0	2.3	3.4	
Jurisdictions																		
Newfoundland	7.0	2.1	0.1	2.5	3.0	0.0	-	0.0	-	0.0	-	0.0	0.0	0.0	0.0	-	-	
Prince Edward Island	5.8	7.2	0.3	5.2	0.0	2.3	0.0	0.2	-	2.3	0.1	-	-	-	-	-	-	
Nova Scotia	5.4	0.5	2.0	4.1	1.5	1.0	2.8	2.2	2.7	2.8	2.2	2.7	2.7	-	-	2.7	-	
New Brunswick	6.2	2.2	1.6	-	-	1.1	-	2.1	3.7	1.0	2.1	3.7	3.7	-	-	3.7	-	
Quebec	4.8	3.1	1.2	3.1	3.0	1.1	2.1	1.6	-0.1	1.4	1.1	1.6	1.6	2.3	2.3	-1.1	2.5	
Ontario	6.5	5.7	2.4	5.1	2.3	2.7	2.6	1.9	1.8	2.5	2.1	1.8	1.8	1.6	1.6	1.3	2.0	
Manitoba	5.0	2.4	2.4	3.1	2.8	2.9	2.7	1.9	1.5	2.8	1.9	1.5	1.5	2.0	2.0	1.4	1.5	
Saskatchewan	3.9	4.4	3.4	2.2	3.8	3.2	3.7	2.2	-	3.2	3.4	-	-	-	-	-	-	
Alberta	5.6	5.3	3.6	4.5	5.0	3.6	2.8	2.2	2.7	3.5	2.3	2.5	2.5	2.0	2.2	2.2	2.8	
British Columbia	7.0	5.0	3.4	4.3	3.6	2.8	3.9	2.9	1.4	4.1	3.2	2.3	2.3	2.6	2.8	2.8	0.0	
Multi-Province	6.6	5.1	3.0	-	2.2	-	3.7	2.9	3.0	3.7	3.3	1.9	1.9	0.0	0.0	3.0	-	
Federal Jurisdiction	5.4	2.4	2.8	1.6	2.6	2.3	3.4	1.0	0.7	3.4	2.2	0.5	0.5	-0.4	-0.4	0.8	0.3	
Public Sector	5.6	3.4	2.0	2.4	3.1	1.5	3.4	1.8	2.3	2.4	2.0	2.2	2.2	1.9	1.9	1.9	2.6	
Private Sector	5.7	4.2	2.5	3.2	2.5	2.3	3.0	2.1	0.5	3.0	2.6	0.8	0.8	1.3	1.3	0.3	0.7	

OTHER INDICATORS

(year-over-year percentage change)

	1990	1991	1992	1992				Year to Date	Jun		Sep		Dec		1992		1993	
				1	2	3	4		Aug	Aug	Nov	Nov	Dec	Dec	Dec	Jan	Jan	Feb
				4														
Union Wage Rate Index																		
Average Weekly Earnings	5.4	5.4	3.6	5.2	3.9	3.6	3.6	3.4	3.1	3.7	3.5	3.2	3.2	3.4	3.4	3.1	3.1	
All Industries	5.0	4.7	2.1	2.0	4.5	1.9	1.3	0.9										
Manufacturing	5.2	4.8	3.9	5.1	3.6	4.3	3.4	2.4										
Consumer Price Index	4.8	5.6	1.5	4.1	1.6	1.5	1.2	1.8	2.2	1.2	1.5	2.2	2.2	2.1	2.1	2.0	2.3	

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•C.N. Rail	Shopcrafts	2 000	Conciliation	December 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	16 873	Bargaining	June 92
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta School Districts	Alberta Teachers' Assns.	1 105	Barg./Med.	August 92
•Alberta Health Care	various unions	11 260	Bargaining	March 93
•Government of Saskatchewan	Sask. Govt. Empls. Union	10 000	Rot. Work Stoppage	September 91
•Government of Saskatchewan	CUPE, SEIU & Teachers	25 400	Bargaining	December 91
•Manitoba Health Organizations	Manitoba Nurses Union	10 000	Bargaining	December 92
•Manitoba Health Organizations	Canadian Union of Public Employees	5 000	Conciliation	April 92
•Ontario School Boards	Various Teachers' Unions	19 440	Barg./Med.	August 92
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	Arbitration	December 92
•City of Toronto and Metro Toronto	CUPE	14 195	Tent. Agt.	December 92
•Government of Quebec	various unions	350 000	Bargaining	June 93
•Government of Newfoundland	CUPE & NAPE	13 650	Conciliation	March 93
•Hydro-Quebec	CUPE	16 765	Bargaining	April 93
•MUCTC (Montreal Transit)	Fed. of Public Serv. Empls.	2 100	Bargaining	March 93
Private Sector				
•Air Canada	Machinists	8 000	Conciliation	June 92
•Cominco Ltd. (Trail, Kimberley, B.C.)	Steelworkers	3 300	Bargaining	September 92
•Pipe Line Contractors' Ass'n	various unions	3 000	Bargaining	April 93
•Alberta Construction Industry	various unions	15,550	Bargaining	April 93
•Bristol Aerospace, Man.	CAW	870	Bargaining	March 93
•Building Contractors Assn. of Que.	F.T.Q., C.N.T.U. & other unions	62 000	Conciliation	April 93
•Iron Ore Co. & Que. Cartier Mining	Steelworkers	2 988	Bargaining	February 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Saskatchewan Health Care	Saskatchewan Union of Nurses	6 800	March 93
•Ontario Hospitals	Ontario Nurses' Assn.	41 000	March 93
•Government of P.E.I.	Union of Public Service Employees	3 800	March 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	35 000	April 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

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Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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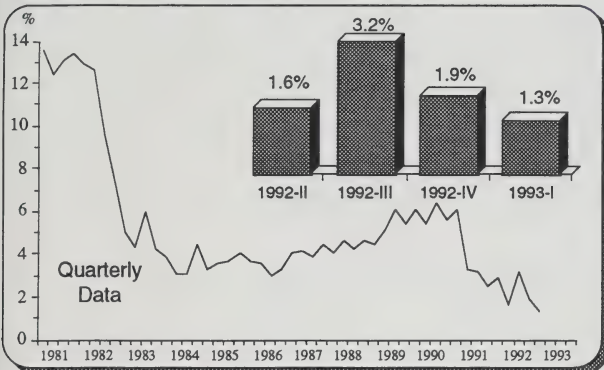
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THE WAGE SETTLEMENTS BULLETIN

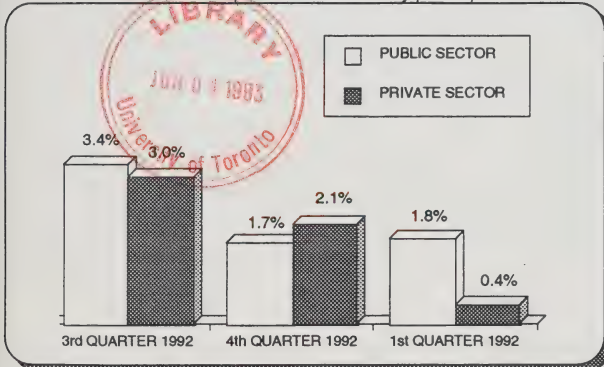
May 1993
Volume 4, Issue 5

FIRST QUARTER 1993

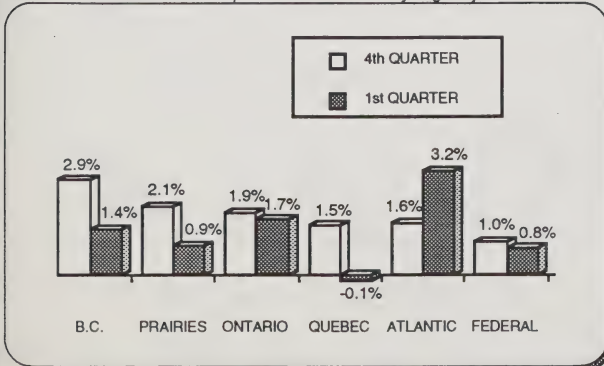
Perspective on base rate increases from major settlements



Base rate increases in first quarter settlements by public/private sector



Base rate increases in first quarter settlements by region/jurisdiction



•Major collective bargaining settlements reached in the **first quarter of 1993** provided wage increases averaging **1.3 per cent** over the contract term. The 1.3 per cent average is the lowest quarterly figure since the inception of the wage settlement series in 1978.

There were 77 contract settlements in the first quarter, covering 120,900 employees. When the parties to these settlements previously negotiated - with contract durations averaging 26 months - the resulting wage increases averaged 5.2 per cent, compared to the 1.3 per cent average in their first-quarter 1993 settlements.

•Twenty-two per cent of employees in these first-quarter 1993 settlements had their wage rates frozen or rolled back; in all 1992 settlements the corresponding figure was four per cent of employees.

•**Private sector** increases were at a historical quarterly low of **0.4 per cent** for 49,200 employees covered by 28 settlements reached in the first quarter. Of these private sector employees, 20,100 (41 per cent) were subject to wage freezes or rollbacks, the vast majority in the transportation (airlines) industry and in the retail food sector.

•**Public sector** increases averaged **1.8 per cent** in the first quarter, up from 1.7 per cent in the fourth quarter and the historical quarterly low of 1.5 per cent in the second quarter of 1992. The first quarter's 49 public sector settlements covered 71,700 employees; 6,800 (9.5 per cent) of these employees (in municipal administration and utilities) were subject to wage freezes.

•On a jurisdictional basis, wage increases in the first quarter varied from an average 0.1 per cent decrease for 4,030 employees in Quebec, to an average increase of 3.2 per cent for 1,300 employees in Atlantic Canada. Wage increases in the Federal jurisdiction averaged 0.8 per cent for 28,710 employees. In the Prairie provinces, the average was 0.9 per cent for 29,600 employees, and in British Columbia, 1.4 per cent for 1,820 employees. In Ontario, increases averaged 1.7 per cent for 54,500 employees.

Le Bulletin est également disponible en français.

Canada

MARCH 1993

•The average annual wage increase from major collective bargaining settlements reached in **March** was a historical monthly low of **0.9 per cent**, representing a decline from 1.8 per cent in February and 1.1 per cent in January.

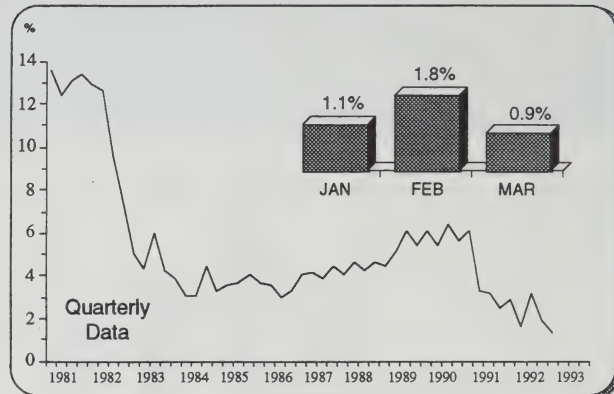
•The March data cover 43,100 employees in 23 settlements. In the contracts which they replaced - which had an average duration of 27 months - wage increases had averaged 5.2 per cent, compared to the 0.9 per cent in these March contracts.

•**Private sector** increases were at a historical low of **0.1 per cent** for 12,100 employees in 10 agreements reached in March. Among them were: 4,600 Canada Safeway employees in Alberta, with a wage rollback of 11.8 per cent in the first year of a 3-year agreement; 2,600 hospitality employees with the Hotel Employers' Group in Toronto, with wage increases of 2.8 per cent annually over 3 years; 1,250 laundry employees of the Textile Rental Institute in Toronto, with an average annual increase of 2.0 per cent in a 2-year contract; and 1,500 Motor Transport Bureau drivers in Ontario, with an average annual 3.2 per cent increase over 3 years.

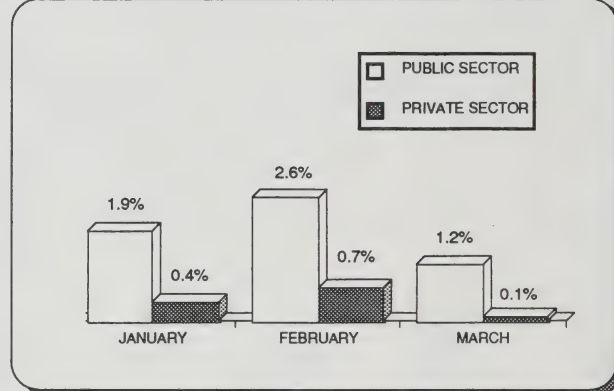
•**Public sector** increases in March averaged **1.2 per cent** for 31,000 employees, down from 2.6 per cent in February, and only marginally higher than the record low of 1.1 per cent in May 1992. The March average was largely influenced by settlements for 21,160 Ontario public sector employees, with wage increases averaging 1.4 per cent; that figure included 17,530 non-medical hospital employees at 1.5 per cent. Other public sector settlements in March included: 5,046 City of Winnipeg office and outside workers, whose wage rates were cut by 4.0 per cent and will be restored in the final 8 months of the 20-month contract; 2,356 employees with Saskatchewan Energy and Saskatchewan Power Corporation, whose wage increases jointly averaged 1.0 per cent; and 1,250 Royal Alexandra Hospital (Edmonton) service employees, with increases averaging 2.1 per cent.

•Settlements in the Prairie provinces (14,380 employees) provided for wage rate adjustments which averaged a **decrease** of 0.7 per cent. In British Columbia (650 employees), there was an increase of 1.4 per cent. Settlements in Ontario (26,050 employees) provided increases averaging 1.6 per cent, and in the Federal jurisdiction (2,020 employees), wage increases averaged 2.6 per cent. There were no settlements in Atlantic Canada or Quebec during the month of March.

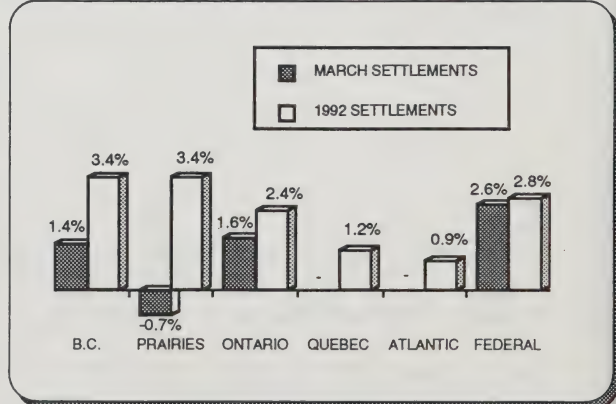
Base rate increases from major settlements



Base rate increases in March settlements by public/private sector



Base rate increases in March settlements by region/jurisdiction



•The extent of the decline in wage increases in March is reflected in their distribution. Twenty-two per cent of employees (9,646) in March settlements had their wages frozen or rolled back; in all 1992 settlements, the corresponding figure was four per cent.

A cumulative 81 per cent of employees (34,870) including those with wage freezes or rollbacks, had wage increases of under 2.0 per cent; in all 1992 settlements, the corresponding figure was 52 per cent of employees.

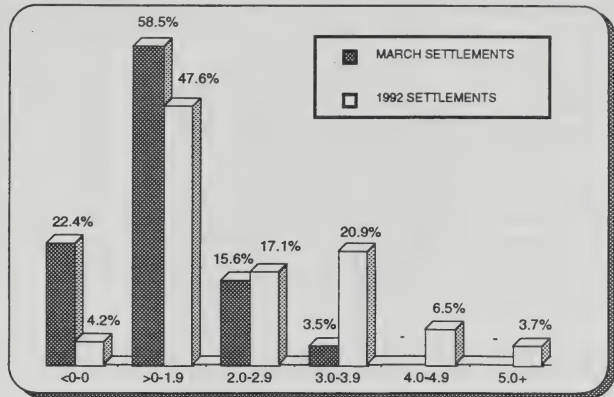
Sixteen per cent of employees (6,725) in March settlements received increases in the 2.0 to 2.9 per cent range; for settlements in 1992, the corresponding figure was 17 per cent of employees.

Three and one-half per cent of employees (1,500) in March settlements received increases in the 3.0 to 3.9 per cent range, compared to 21 per cent of employees in 1992.

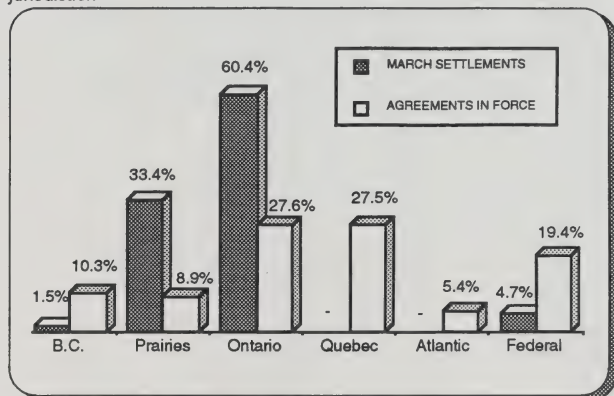
There were no employees in March settlements with increases above 3.9 per cent whereas ten per cent of employees in 1992 received increases of 4.0 per cent or more.

•Settlements in Ontario covering 26,050 employees accounted for 60.4 per cent of all employees in March settlements; Ontario has a representation of slightly less than 28 per cent employees in all agreements in force. The Prairie provinces accounted for over 33 per cent (14,377) of employees in March settlements, while having almost 9 per cent representation of employees in all agreements in force. Quebec and Atlantic Canada had no agreements in March, and both British Columbia and the Federal jurisdiction were under-represented in the March settlement coverage, when compared to the universe of agreements in force.

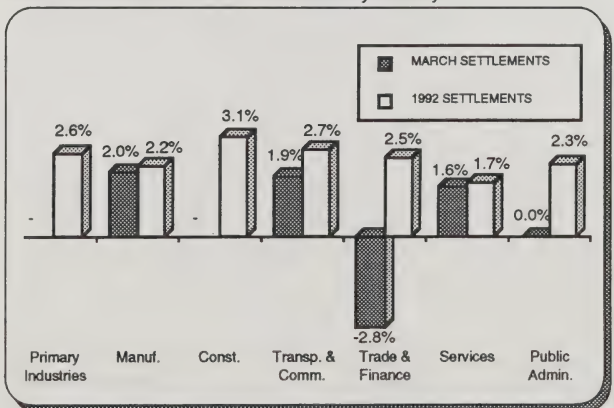
Percentage distribution of employees in March settlements by size of base rate increases



Percentage distribution of employees in March settlements by region/jurisdiction



Base rate increases in March settlements by industry



•Wage increases by industry were as follows:

Manufacturing	2.0%	1,040 empls.
Transp. & Comm.	1.9%	3,860 empls.
Trade & Finance	-2.8%	5,725 empls.
Services	1.6%	27,430 empls.
Public Admin.	0.0%	5,050 empls.

MAJOR SETTLEMENTS REACHED IN MARCH

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (2 agreements)	1 040	2.0	3.1	17.8	
J I Case (div. of Tenneco), prod. empls., Hamilton (Ont.)	540	1.9*	1.9	12	94-04-29
Honeywell Ltd., hourly empls., Scarborough (Ont.)	500	2.2	4.5	24	95-02-28
Transportation & Communication (4 agreements)	3 856	1.9	1.6	36.0	
Saskatchewan Power Corp., administrative empls. (Sask.)	600	1.3*	0.0	36	95-01-31
Saskatchewan Power Corp., utilities workers (Sask.)	1 150	0.8*	0.0	36	94-12-31
SaskEnergy, utility & technical empls. (Sask.)	606	1.2*	0.0	36	95-01-31
Motor Transp. Ind. Rel. Bur., drivers, maint. & service empls. (Ont. & Que.)	1 500	3.2*	4.2	36	96-01-31
Trade & Finance (4 agreements)	5 725	-2.8	-9.5	36.0	
Canada Safeway, retail empls., Edmonton, Calgary, Lethbridge & other locations (Alta) (3 agts.)	4 600	-4.1	-11.8	36	96-03-20
Saskatchewan Govt. Insurance, office & service empls., Regina	1 125	2.7*	0.0	36	94-09-30
Community, Business & Personal Services (12 agreements)	27 428	1.6	1.1	24.9	
Vancouver Community College, teachers (B.C.)	650	1.4	2.7	24	94-03-31
Royal Alexandra Hospital, office, tech. empls., Edmonton	1 250	2.1	2.8	24	94-03-31
Atomic Energy of Canada, tech. empls., Chalk River	520	1.0	0.0	24	95-02-28
Metro Toronto Separate Sch. Bd., maint. empls. (Ont.)	950	1.5	1.0	24	94-06-30
Elgin County Bd. of Educ., teachers, (Ont.)	515	1.1	1.1	12	93-08-31
Middlesex County Bd. of Educ., teachers (Ont.)	516	1.5	1.5	24	94-08-31
Simcoe Cty. R.C. Sep. Sch. Bd., teachers (Ont.)	747	0.5	0.5	24	94-08-31
Peel Bd. of Educ., maint. empls., Mississauga (Ont.)	900	1.0	2.0	24	94-06-30
St. Joseph's Hospital et. al., non-medical empls., (master agreement) (Ont.)	17 530	1.5	1.0	24	93-09-28
Textile Rental Institute, laundry empls., (Ont.) (2 agts.)	1 250	2.0	2.0	24	94-12-31
Hotel Employers Group, hospitality empls., Toronto	2 600	2.8	0.0	36	96-01-31
Public Administration (1 agreement)	5 046	0.0	0.0	20.0	
City of Winnipeg, inside & outside empls., (Man.)	5 046	0.0	0.0	20	94-12-24
Agreements with COLA (6 agreements)	5 521	2.0	1.3	33.7	
Agreements without COLA (17 agreements)	37 574	0.7	-1.1	25.6	
All agreements (23 agreements)	43 095	0.9	-0.8	26.6	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1990			1991			1992			1993		
	1990	1991	1992	1	2	3	4	1	Jan	Feb	Mar	
All Industries/Jurisdictions												
Average Annual Increase	5.6	3.6	2.1	2.9	1.6	3.2	1.9	1.3	1.1	1.8	0.9	
Non-COLA	6.1	3.4	2.0	3.8	1.5	2.9	1.8	1.2	1.1	1.8	0.7	
COLA	5.1	4.7	2.6	1.8	2.3	3.7	2.2	2.2	1.0	2.8	2.0	
First Year Increase	5.9	3.6	2.0	2.7	1.5	3.3	1.6	0.7	1.4	1.8	-0.8	
Non-COLA	6.4	3.4	1.9	4.1	1.5	2.6	1.5	0.7	1.4	1.7	-1.1	
COLA	5.3	5.0	2.4	1.3	1.5	4.5	1.7	1.8	1.0	2.7	1.3	
Industries												
Primary Industries	5.4	4.7	2.6	3.8	2.2	2.4	2.4	-	-	-	-	
Manufacturing	5.0	3.7	2.2	2.4	1.7	2.9	2.5	2.5	2.1	4.2	2.0	
Construction	6.1	5.3	3.1	3.7	3.2	2.9	3.0	3.2	3.2	-	-	
Transp. & Communication	5.6	3.5	2.7	2.4	2.5	3.3	1.4	0.8	0.8	0.3	1.9	
Trade-Finance	6.7	4.3	2.5	1.8	3.1	3.0	1.9	-0.4	1.7	0.9	-2.8	
Services	5.5	3.8	1.7	4.0	1.4	2.8	1.8	1.6	0.6	2.3	1.6	
Public Administration	6.1	3.0	2.3	2.2	1.6	4.3	1.6	2.2	2.3	3.4	0.0	
Jurisdictions												
Newfoundland	7.0	2.1	0.1	3.0	0.0	-	0.0	-	-	-	-	
Prince Edward Island	5.8	7.2	0.3	0.0	2.3	0.0	0.2	-	-	-	-	
Nova Scotia	5.4	0.5	1.8	1.2	1.0	2.8	2.2	2.7	2.7	-	-	
New Brunswick	6.2	2.2	1.6	-	1.1	-	2.1	3.7	3.7	-	-	
Quebec	4.8	3.1	1.2	3.0	1.1	2.1	1.5	-0.1	-1.1	2.5	-	
Ontario	6.5	5.7	2.4	2.3	2.7	2.6	1.9	0.6	1.3	2.0	1.6	
Manitoba	5.0	2.4	2.4	2.9	2.9	2.7	1.9	1.6	1.4	1.5	0.0	
Saskatchewan	3.9	4.4	3.4	3.8	3.2	3.7	2.2	0.9	-	-	1.6	
Alberta	5.6	5.4	3.6	5.0	3.6	2.8	2.2	0.9	2.2	2.8	-2.8	
British Columbia	7.0	5.0	3.4	3.6	2.8	3.9	2.9	1.4	2.8	0.0	1.4	
Multi-Province	6.6	5.1	3.0	2.1	-	3.7	2.9	3.0	3.0	-	-	
Federal Jurisdiction	5.4	2.4	2.8	2.6	2.3	3.4	1.0	0.8	0.8	0.3	2.6	
Public Sector	5.6	3.4	2.0	3.1	1.5	3.4	1.7	1.8	1.9	2.6	1.2	
Private Sector	5.7	4.2	2.5	2.4	2.3	3.0	2.1	0.4	0.4	0.7	0.1	

OTHER INDICATORS

(year-over-year percentage change)

	(Year-over-year percentage change)													
	1990			1991			1992			1993				
							1	2	3	4		Jan	Feb	Mar
Union Wage Rate Index														
Average Weekly Earnings	5.4	5.4	3.6				3.9	3.6	3.6	3.4	3.1	3.1	3.1	3.1
All Industries	5.0	4.7	2.1				4.5	1.9	1.3	0.9		0.5	0.3	
Manufacturing	5.2	4.8	3.9				3.6	4.3	3.4	2.4		2.0	1.6	
Consumer Price Index	4.8	5.6	1.5				1.6	1.5	1.2	1.8	2.1	2.0	2.3	1.9

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•C.N. Rail	Shopcrafts	2 000	Conciliation	December 92
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•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Bargaining	March 92
•Alberta School Districts	Alberta Teachers' Assns.	1 105	Barg./Med.	August 92
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•Manitoba Health Organizations	Manitoba Nurses Union	10 000	Bargaining	December 92
•Ontario School Boards	Various Teachers' Unions	15 260	Barg./Med.	August 92
•Liquor Control Board of Ontario	Ontario Liquor Board Employees	5 000	Arbitration	December 92
•Metro Toronto Police Serv. Brd.	Metro Toronto Police Assn.	7,545	Bargaining	December 92
•Government of Quebec	various unions	350 000	Bargaining	June 93
•Hydro-Quebec	CUPE	16 765	Bargaining	December 92
•MUCTC (Montreal Transit)	Fed. of Public Serv. Empls.	2 100	Bargaining	March 93
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•Pipe Line Contractors' Ass'n	various unions	3 000	Bargaining	April 93
•Alberta Construction Industry	various unions	15,550	Bargaining	April 93
•Bristol Aerospace, Man.	CAW	870	Work Stop.	March 93
•Building Contractors Assn. of Que.	F.T.Q., C.N.T.U. & other unions	62 000	Conciliation	April 93
•Iron Ore Co. (Nfld.)	Steelworkers	1 200	Bargaining	February 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	35 000	Bargaining	April 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Ontario Hospitals	Ontario Nurses' Assn.	41 000	March 93
•Toronto Transit Commission	Amalgamated Transit Union	7 200	June 93
•General Motors, Ford, Chrysler	CAW	59 685	September 93
•Alcan, B.C.	CAW	1 550	July 93

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Union wage rates: In addition to data on new settlements, the BLI compiles information on wage adjustments effective in the reference period, for all employees under major collective bargaining agreements. The "union wage rate" monitors adjustments - increases, decreases and no changes - in base wage rates from all settlements in force - from those reached in the period, from agreements reached earlier with changes deferred to the period, and those resulting from COLA clauses.



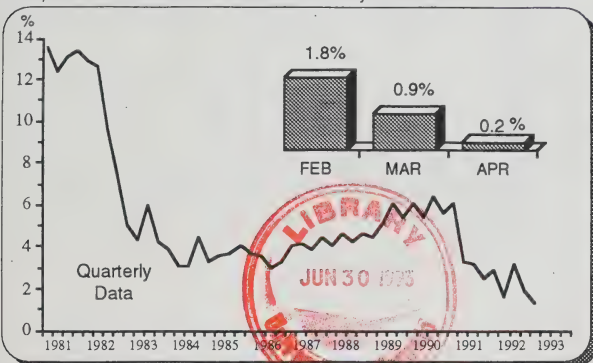
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THE WAGE SETTLEMENTS BULLETIN

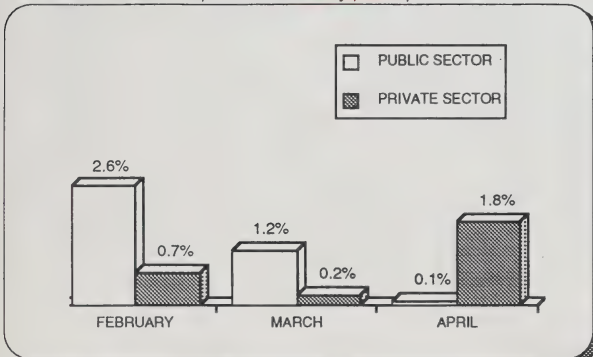
June 1993

Volume 4, Issue 6

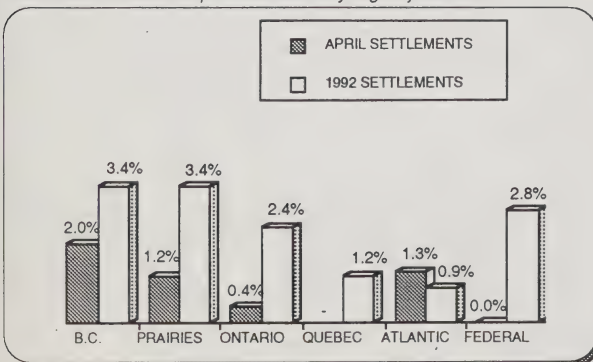
Perspective on base rate increases from major settlements



Base rate increases in April settlements by public/private sector



Base rate increases in April settlements by region/jurisdiction



Le Bulletin est également disponible en français.

APRIL 1993

•The average annual wage increase from major collective bargaining settlements concluded in the month of **April** was **0.2 per cent**; that figure replaces March's 0.9 per cent as the lowest monthly average since the inception of the wage settlement data series in 1978.

•The April results are based on a review of the 61 settlements reached in the month, and cover 246,000 employees. When the parties to these April contracts last settled - with average contract durations of 25 1/2 months - the resulting wage increases averaged 2.2 per cent, compared to the 0.2 per cent in their April settlements.

•April's settlements were dominated by the federal government's legislated 2-year wage freeze affecting 198,000 bargaining unit employees in the public service. For the other 48,000 employees in April's settlements, the average increase was 0.9 per cent.

•For all 51 **public sector** settlements reached in April, the average increase was a historical monthly low of **0.1 per cent** for the 232,650 employees covered. In addition to federal public service employees, 17,900 City and Metro Toronto employees had their wages frozen. Contracts for 6,160 education sector employees in Ontario provided wage increases averaging 0.5 per cent, and for 8,000 Manitoba Health Organization employees, wage increases averaged 1.3 per cent.

•**Private sector** wage increases averaged **1.8 per cent** for 13,350 employees in 10 April agreements, up from the historical monthly low of 0.2 per cent in March. Wage adjustments in the sector ranged from a freeze for 500 TRW autoparts plant workers in Ontario and 500 Alberta Construction Labour Relations bricklayers in Calgary, to a 3.2 per cent increase for 500 Ottawa Construction Association labourers. Other settlements included: 2.0 per cent increases to 3,800 B.C. Ferry Corporation employees and 3,700 Purolator Courier employees; and a 1.0 per cent increase to 1,400 Winnipeg employees of the Garment Manufacturers of Western Canada.

•For the total of 201,600 employees in settlements within the Federal jurisdiction, wage adjustments averaged an increase of 0.04 per cent. In Ontario, there was an average increase of 0.4 per cent (28,643 employees); in the Prairie provinces, 1.2 per cent (9,900 employees); in Atlantic Canada, 1.3 per cent (500 employees); and in British Columbia, 2.0 per cent (5,357 employees). There were no settlements in Quebec.

•Wage rates were frozen for eighty-eight per cent (216,792) of all employees in April's settlements; for settlements reached in the year 1992, the corresponding figure was four per cent of employees.

Over ninety-five per cent of employees in April's settlements (including those with wage freezes), received increases of under 2.0 per cent; in 1992 settlements the corresponding figure was fifty-two per cent of employees.

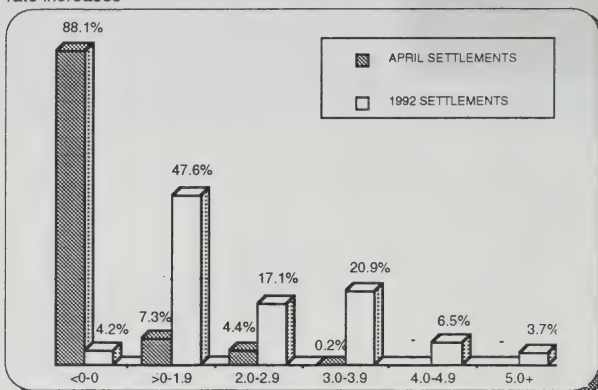
Almost all employees in April's settlements received, wage increases under 3.0 per cent, compared to sixty-nine per cent of employees in 1992's settlements.

•Contracts in the Federal jurisdiction covered a total of 201,597 employees, accounting for 82 per cent of all employees in April's settlements. Employees in the Federal jurisdiction constitute close to 21 per cent of employees in all agreements in force. All other regions were relatively under-represented in April's employee-settlement coverage, in comparison with their employee coverage in all agreements in force. In Quebec, there were no agreements reached in April while it constitutes 28 per cent of employees in all agreements in force.

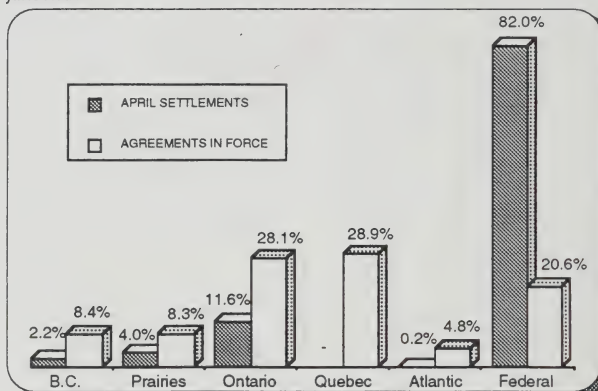
•For all 201,998 public administration employees (Federal public service and City and Metro Toronto) in April's settlements, wage rates were frozen. In other industry sectors, wage increase were as follows:

Primary	1.3%	500 empls.
Manufacturing	1.4%	2,750 empls.
Construction	1.6%	1,000 empls.
Transp. & Utilities	0.9%	11,104 empls.
Services	1.0%	28,645 empls.

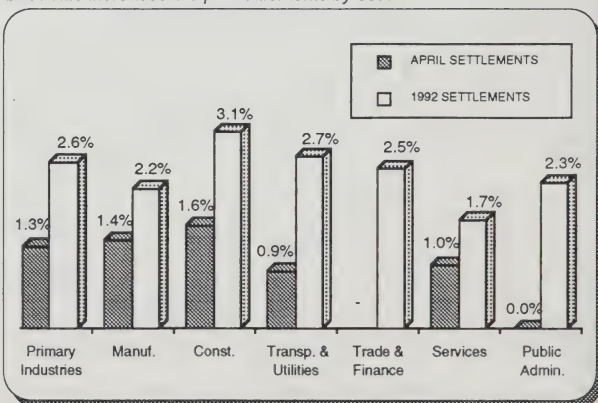
Percentage distribution of employees in April settlements by size of base rate increases



Percentage distribution of employees in April settlements by region/jurisdiction



Base rate increases in April settlements by sector



MAJOR SETTLEMENTS REACHED IN APRIL

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries (1 agreement)	500	1.3	0.0	36	
Abitibi-Price, prod. empls., Grand Falls (Nfld.)	500	1.3	0.0	36	95-12-31
Manufacturing (3 agreements)	2 750	1.4	1.3	42.1	
TRW (auto parts), plant empls., Midland (Ont.)	500	0.0	0.0	36	96-03-31
Garment Mfg. Western Canada, prod. empls. (Man.)	1 400	1.0	1.0	48	96-12-14
PPG Canada, hourly workers, (Ont.)	850	2.8*	2.5	36	96-03-31
Construction (2 agreements)	1 000	1.6	0.8	30.0	
Alta. Const. Lab. Rel. Assn., bricklayers	500	0.0	0.0	24	95-04-30
Ottawa Const. Assn., labourers,	500	3.2	1.6	36	95-04-30
Transportation & Utilities (6 agreements)	11 104	0.9	0.9	24.0	
Government of Canada, pilots, air traffic control, shipping and technical empls., Canada-wide (4 agts.)	6 477	0.0	0.0	24	95-08-31 to 96-10-25
B.C. Ferry Corp., licensed personnel, West Coast	3 805	2.0	2.0	24	94-10-31
Consumers' Gas Co., office empls., (Ont.)	822	2.4	2.5	24	95-01-31
Community, Business & Personal Services (19 agreements)	28 645	1.0	0.6	26.6	
Government of Canada, education and nursing empls., Canada-wide (2 agts.)	2 715	0.0	0.0	24	95-08-31 to 95-09-30
Nat'l Research Council, Scientific, technical and admin. employees, Canada-wide (3 agts.)	2 402	0.0	0.0	24	95-08-31
Lincoln Cty. Brd. of Educ., teachers, (Ont.)	685	0.5	1.0	24	94-08-31
Durham Brd. of Educ., teachers, (Ont.) (2 agts.)	5 396	0.3	0.3	12	93-08-31
Peel Brd. of Educ., office empls., (Ont.)	610	1.0	2.0	24	94-06-30
Waterloo Brd. of Educ., maintenance empls. (Ont.)	500	1.0	1.0	12	93-12-31
Board Sch. Trustees No. 23, teachers, Okanagan (B.C.)	902	2.0	2.0	24	94-06-30
Board Sch. Trustees No. 42, teachers, Maple Ridge (B.C.)	650	1.8	1.5	24	94-06-30
University of Toronto, tech. empls. (Ont.)	765	1.0	2.0	24	94-06-30
Toronto Hospital Corp., service empls. (Ont.)	650	1.5	1.0	24	93-09-28
Metro Toronto, office empls., (Ont.)	2 200	0.0	0.0	12	93-12-31
Manitoba Health Org., health serv. empls. (Man.)	8 000	1.3*	1.0	36	94-04-30
St. Joseph's Health Center, service empls., (Ont.)	500	1.5	1.0	24	93-09-28
CP Hotels, (Royal York), hospitality empls, Toronto	770	2.2	0.0	36	96-02-28
Purolator Courier, drivers and office clerks	3 700	2.0	0.0	36	95-12-31
Public Administration (30 agreements)	201 998	0.0	0.0	23.8	
Government of Canada, public service empls., Canada-wide (25 agts.)	187 803	0.0	0.0	24	95-04-18 to 96-09-30
Cdn. Security Intel. Service, admin. empls.	500	0.0	0.0	24	95-12-31
Toronto City, inside & outside empls. (Ont.) (2 agts.)	5 195	0.0	0.0	12	93-12-31
Metro Toronto, inside & outside empls. (Ont.) (2 agts.)	8 500	0.0	0.0	12	93-12-31
Agreements with COLA (2 agreements)	8 850	1.5	1.1	36.0	
Agreements without COLA (59 agreements)	237 147	0.1	0.1	23.3	
All agreements (61 agreements)	245 997	0.2	0.1	23.8	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

Consumer Price Index

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•C.N. Rail	Shopcrafts	2 000	Conciliation	December 92
•B.C. Boards of School Trustees	B.C. Teachers' Federation	13 316	Barg./W.S.	June 92
•Govt. of Alberta	Alta. Union of Provincial Employees	35 095	Tent./Barg.	March 92
•Alberta School Districts	Alberta Teachers' Assns.	1 105	Barg./Med.	August 92
•Alberta Health Care	various unions	11 260	Bargaining	March 93
•Government of Saskatchewan	Teachers	12 000	Conciliation	December 91
•Government of Saskatchewan	CUPE, SEIU	13 400	Bargaining	December 91
•Saskatchewan Health Care	Saskatchewan Union of Nurses	6 800	Bargaining	March 93
•Ontario Public Sector	various unions	900 000	Legislation	varies
* •Government of Quebec	various unions	400 000	Bargaining	June 93
* •MUCTC (Montreal Transit)	Fed. of Public Serv. Empls.	2 100	Bargaining	March 93
•Government of Newfoundland	CUPE & NAPE	13 650	Tent. Agt.	March 93
Private Sector				
•Air Canada	Machinists & other unions	8 000	Tent./Barg.	June 92
•Alcan, B.C.	CAW	1 550	Bargaining	July 93
•Cominco Ltd. (Trail, Kimberley, B.C.)	Steelworkers	3 300	Bargaining	September 92
•Pipe Line Contractors' Ass'n.	various unions	3 000	Tent. Agt.	April 93
•Alberta Construction Industry	various unions	5,500	Tent./Barg.	April 93
•Building Contractors Assn. of Que.	Q.F.L., C.N.T.U. & other unions	62 000	Conciliation	June 93
•Iron Ore Co. (Nfld.)	Steelworkers	1 200	Bargaining	February 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	31 500	Bargaining	April 93

* pending legislation

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•General Motors, Ford, Chrysler	CAW	59 685	September 93
•Alberta School Boards	Alberta Teachers' Assn.	18 530	August 93
•Government of New Brunswick	N.B. Nurses Union	5 000	June 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification

containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

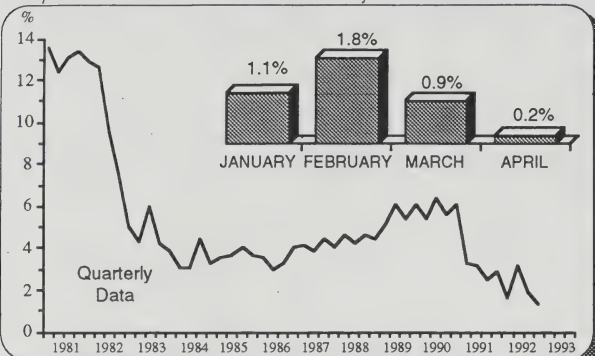


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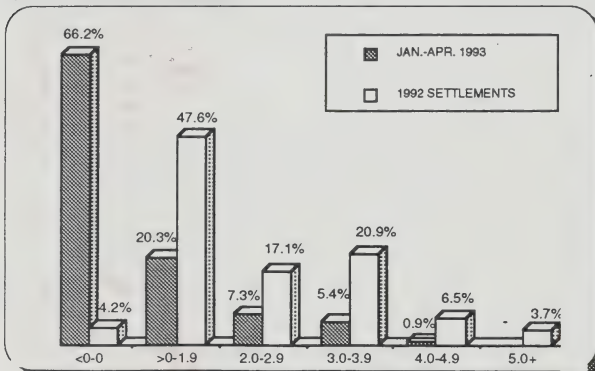
UPDATE

THE WAGE SETTLEMENTS BULLETIN, June 1993

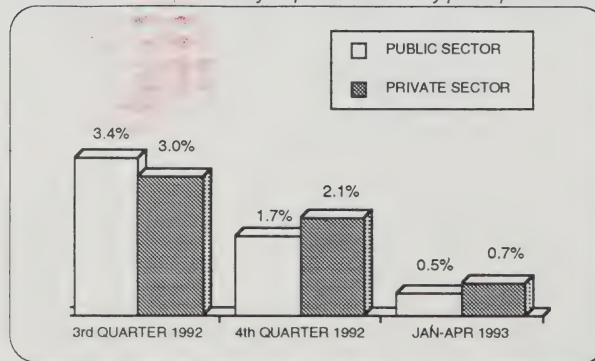
Perspective on base rate increases from major settlements



Percentage distribution of employees in January - April settlements by size of base rate increases



Base rate increases in January - April settlements by public/private sector



January - April 1993

- Wage increases from major collective bargaining settlements recorded in the **year to date** (January-April) averaged **0.5 per cent**.

- The 140 contract settlements in that period covered 367,926 employees. In their previous contracts - which on average were of 25 1/2 months' duration - these employees had received increases averaging 3.2 per cent annually, compared to the 0.5 per cent in their 1993 contracts.

- Two-thirds (243,675) of employees in these 1993 settlements to date have had wage rates frozen or rolled back. Already this number of employees with freezes or rollbacks exceeds those in any year since the wage settlement series started in 1978. Four per cent (55,750) of employees in all 1992 settlements were subject to wage freezes or rollbacks.

- A cumulative 86.5 per cent of employees in 1993 settlements (including those with wage freezes and rollbacks), had wage increases of under 2.0 per cent; the corresponding figure for 1992 was 52 per cent of employees.

- Wage increases for the 304,378 **public sector** employees in January-April settlements averaged **0.5 per cent**. Of these, 222,583 employees were subject to wage freezes.

- **Private sector** wage settlements provided increases averaging **0.7 per cent** for 63,548 employees; 21,092 of these employees were subject to rollbacks or wage freezes.

- For the combined public and private sectors of the Federal jurisdiction (230,307 employees), wage increases in 1993 (January-April) averaged 0.1 per cent. In Quebec (4,034 employees), wage rate adjustments averaged a decrease of 0.1 per cent. In the Prairie provinces (39,509 employees), the average was an increase of 1.0 per cent; in Ontario (84,198 employees), 1.3 per cent; in British Columbia (7,178 employees), 1.8 per cent; and in Atlantic Canada (1,800 employees), 2.7 per cent. A single multi-provincial contract (for 900 employees) provided a wage increase of 3.0 per cent.



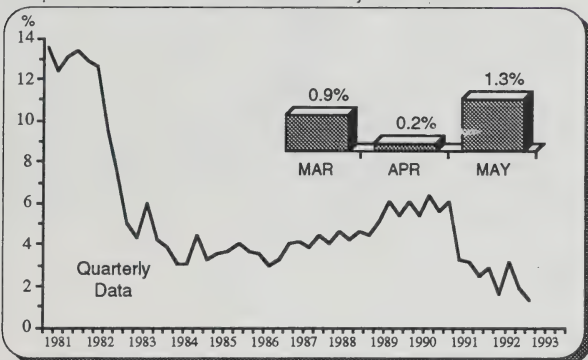
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THE WAGE SETTLEMENTS BULLETIN

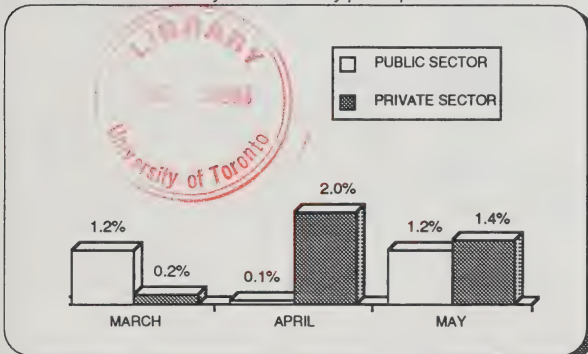
July 1993
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MAY 1993

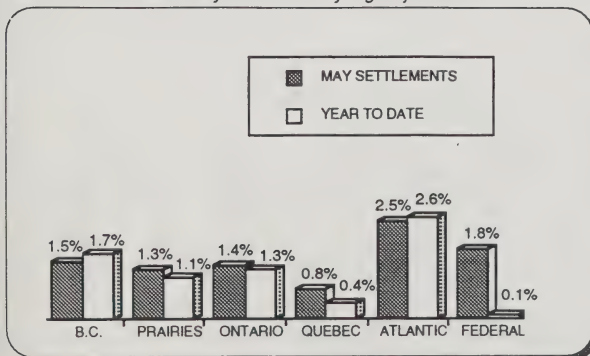
Perspective on base rate increases from major settlements



Base rate increases in May settlements by public/private sector



Base rate increases in May settlements by region/jurisdiction



Le Bulletin est également disponible en français.

•Wage increases from major collective bargaining settlements reached in the month of **May** averaged **1.3 per cent** over the term of the contracts. The 1.3 per cent average equals the average for the first quarter of the year and follows successive monthly lows of 0.2 per cent in April, and 0.9 per cent in March.

•Wage increases from settlements recorded in the **year to date** (January-May) continued at a record low of **0.6 per cent** for the 418,890 employees covered.

•The May data are based on a review of the 31 settlements reached in the month, and cover 50,364 employees, roughly a half of the average monthly employee coverage. When the parties to these settlements previously negotiated - with contract durations averaging 2 1/2 years - the resulting wage increases averaged 4.8 per cent, compared to the 1.3 per cent average in their May 1993 settlements.

•**Public sector** wage increases averaged **1.2 per cent** for 22,830 employees in 13 May settlements, up from 0.1 per cent in April, but lower than the 1.8 per cent figure in the first quarter of 1993. (April's record low results were dominated by the legislated wage freeze for 198,000 bargaining unit employees in the federal public service). Among May's settlements were 9,500 Government of Saskatchewan office and clerical workers, with wage increases averaging 1.0 per cent annually over three years (a wage freeze for the first two years). In 5 Ontario settlements in the education and health sectors covering 6,300 employees, increases averaged 1.1 per cent.

•Wage increases averaged **1.4 per cent** for 27,534 **private sector** employees in 18 May settlements. Wage increases for 12,000 employees of the Alberta Construction Association averaged 1.4 per cent and ranged from a wage freeze for 800 iron workers to 1.6 per cent for 700 roofers.

•On a regional basis, wage increases in May varied from an average of 0.8 per cent in Quebec, to 2.5 per cent in Atlantic Canada. Wage increases in the Prairie provinces averaged 1.3 per cent; in Ontario, 1.4 per cent and in British Columbia, 1.5 per cent. In the Federal jurisdiction, a settlement for 1,593 Laurentian Bank employees provided a 1.8 per cent increase.

•Wage rates were frozen for less than seven per cent (3,408) of all employees in May's settlements (including Quebec Cartier Mining, Ontario Produce Co. and the Alberta Construction Association iron workers); for settlements reached in the preceding four months of this year (Jan.-April), wages were frozen or rolled back for 66 per cent of employees. (In all 1992 settlements, the corresponding figure was 4 per cent of employees.)

Nearly seventy-two per cent of employees in May's settlements received increases ranging from 1.0 to 1.9 per cent; the corresponding figure for January-April was sixteen per cent of employees.

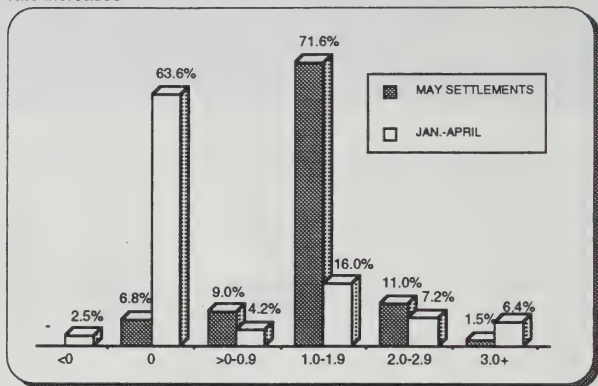
Twelve and a half per cent of employees in May's settlements received wage increases over 2.0 per cent, slightly less than the percentage of employees in the January-April period.

•Contracts in the Prairie provinces accounted for nearly a half of all employees in May's settlements, compared to a total representation of 8 per cent in all agreements in force. Ontario accounted for just under 29 per cent of all employees in the month's settlements, approximately the same as in agreements in force. Other regions/jurisdictions were under-represented in May's settlements when compared to the universe of agreements in force.

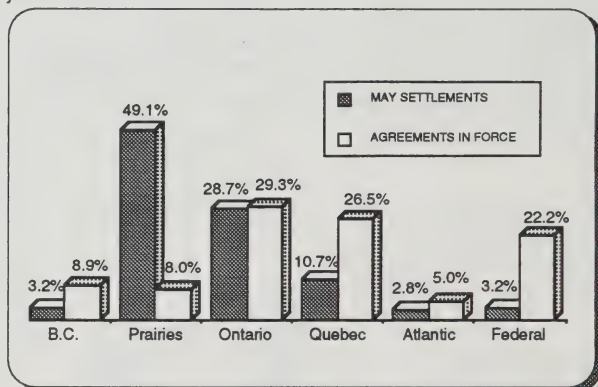
•Wage increases by industry for the month of May were as follows:

Primary	0.6%	2 400 empls.
Manufacturing	1.7%	9 800 empls.
Construction	1.5%	12 900 empls.
Trade	1.2%	2 400 empls.
Services	1.0%	10 200 empls.
Public Admin.	1.4%	12 600 empls.

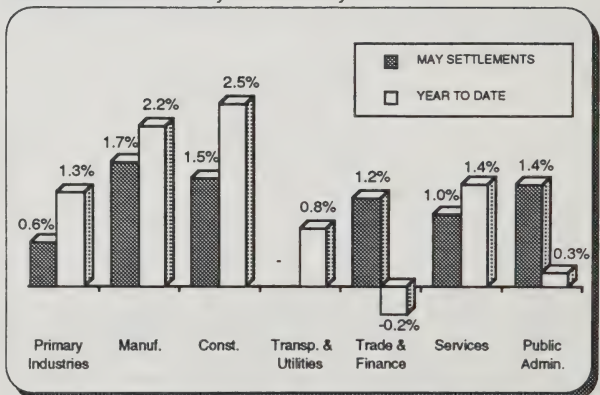
Percentage distribution of employees in May settlements by size of base rate increases



Percentage distribution of employees in May settlements by region/jurisdiction



Base rate increases in May settlements by sector



MAJOR SETTLEMENTS REACHED IN MAY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries (2 agreements)	2 388	0.6	0.6	36.0	
Quebec Cartier Mining, production and maint. empls., Fermont, Mt Wright, Port Cartier (Que.)	1 788	0.0	0.0	36	96-02-28
Noranda Copper, Smelting & Refining, (Horne Foundry), mine & plant empls. (Que.)	600	2.5*	2.5	36	96-02-22
Manufacturing (7 agreements)	9 828	1.7	1.6	34.6	
Stelco Inc., production empls., Hamilton (Ont.)	5 300	1.5*	1.6	36	96-07-31
Neilson William Ltd., production & maint. empls., (Ont.)	630	2.1	2.1	24	94-12-04
Du Pont Canada Inc., prod., lab & eng. empls., Maitland (Ont.)	525	2.3	2.3	24	95-04-30
Emballage Consumers inc., production empls. (Que.)	650	0.7*	0.0	36	96-02-28
Abitibi-Price Ltd., production empls., Alma (Que.)	800	0.8	0.0	36	96-04-30
Brooks, C.S. Canada Inc., plant & maint. empls. (Que.)	523	2.2	2.5	36	96-02-15
St John Shipbuilding, ship maint. empls., St John (N.B.)	1 400	2.5	2.5	36	95-12-31
Construction (7 agreements)	12 905	1.5	1.0	24.8	
Alta Const. Lab. Rel. Assn., iron workers (Alta.)	800	0.0	0.0	24	95-04-30
Alta Const. Lab. Rel. Assn., sheet metal workers (Alta.)	525	1.5	1.0	24	95-04-30
Alta Const. Lab. Rel. Assn., plumbers & pipefitters (Alta.)	5 200	1.5	1.0	24	95-04-30
Alta Const. Lab. Rel. Assn., insulators (Alta.)	780	1.5	1.1	24	95-04-30
Alta Const. Lab. Rel. Assn., carpenters, Lethbridge (Alta.)	4 000	1.5	1.1	24	95-04-30
Alta Const. Lab. Rel. Assn., roofers (Alta.)	700	1.6	1.3	24	95-04-30
Hand Assn. of Sewer & Road Contr., labourers, (Ont.)	900	2.6	1.2	36	95-12-31
Trade & Finance (2 agreements)	2 413	1.2	1.8	31.9	
Ont. Produce Co., warehouse, maint., transp. empls., Toronto	820	0.0	0.0	24	95-03-13
Banque Laurentienne, admin. services, (Que.) province-wide & (Ont.) Ottawa only	1 593	1.8	2.7	36	95-12-31
Community, Business & Personal Services (9 agreements)	10 235	1.0	0.9	22.0	
Brd. of Sch. Trustees Dist. n° 37, teachers, Delta (B.C.)	975	0.3	0.3	18	94-06-30
Brd. of Sch. Trustees Dist. n° 38, teachers, Richmond (B.C.)	1 030	1.3	0.7	30	94-12-31
Windsor R.C. Board of Education, teachers (Ont.)	1 100	0.2	0.5	24	94-08-31
Waterloo County Board of Education, teachers & office workers (Ont.) (2 agreements)	2 665	1.0	1.0	12	94-08-31
Manitoba Health Organizations, professional empls. (Man.)	900	1.9*	2.1	36	95-03-31
Ottawa Civic Hospital, non medical empls. (Ont.)	1 700	1.5	1.0	24	93-09-28
Toronto Hospital Corp., (Toronto General) service & maintenance empls. (Ont.)	835	1.5	1.0	24	93-09-28
Université du Québec at Montreal, academic staff (Que.)	1 030	0.5	1.0	24	95-02-28
Public Administration (4 agreements)	12 595	1.4	0.2	36.0	
City of Vancouver, firefighters & maint. empls. (B.C.)	760	3.3	4.0	36	94-12-31
Govt. of Saskatchewan, all components (Sask.)	9 500	1.0*	0.0	36	94-09-30
City of Winnipeg, police officers & office empls. (Man.)	1 350	1.9	0.0	36	95-12-23
City of Winnipeg, firefighters & maint. empls. (Man.)	985	2.2	0.0	36	95-12-23
Agreements with COLA (5 agreements)	16 950	1.3	0.7	36.0	
Agreements without COLA (26 agreements)	33 414	1.4	1.1	26.7	
All agreements (31 agreements)	50 364	1.3	0.9	29.8	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1990			1991			1992			1993			1993		
	1990			1991			1992			1993			1993		
	1990	1991	1992	1990	1991	1992	1990	1991	1992	1990	1991	1992	1990	1991	1992
All Industries/Jurisdictions	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Average Annual Increase	5.6	3.6	2.1	2.8	1.6	3.2	1.9	1.3	0.6	2.2	1.5	0.4	0.9	0.2	1.3
Non-COLA	6.1	3.4	2.0	3.8	1.5	2.9	1.8	1.2	0.5	2.2	1.4	0.3	0.7	0.1	1.4
COLA	5.1	4.7	2.6	1.8	2.3	3.7	2.1	2.2	1.6	2.1	2.3	1.5	2.1	1.5	1.3
First Year Increase	5.9	3.6	2.0	2.7	1.5	3.2	1.6	0.7	0.4	1.9	1.3	0.1	-0.8	0.1	0.9
Non-COLA	6.4	3.4	1.9	4.1	1.5	2.6	1.5	0.6	0.3	2.0	1.3	0.0	-1.1	0.1	1.1
COLA	5.3	5.0	2.4	1.3	1.5	4.5	1.6	1.9	1.2	1.3	1.7	1.0	1.5	1.3	0.7
Industries															
Primary Industries	5.3	4.6	2.6	3.8	2.2	2.4	2.4	-	0.7	2.4	2.4	0.7	-	1.3	0.6
Manufacturing	5.0	3.6	2.2	2.3	1.6	2.9	2.4	2.4	1.9	2.6	2.3	1.8	2.0	1.9	1.7
Construction	6.1	5.3	3.1	3.7	3.2	2.9	3.0	3.2	1.6	3.0	3.2	1.5	-	1.6	1.5
Transp. & Communication	5.6	3.5	2.7	2.4	2.5	3.3	1.4	0.8	0.8	2.4	0.6	1.1	1.9	0.9	-
Trade-Finance	6.7	4.3	2.4	1.8	3.1	2.9	1.9	-0.4	-0.2	2.2	1.2	-1.6	-2.8	-	1.2
Services	5.5	3.8	1.7	4.0	1.4	2.8	1.8	1.6	1.3	2.1	1.6	1.2	1.6	0.9	1.0
Public Administration	6.1	3.0	2.3	2.2	1.6	4.3	1.6	2.2	0.3	1.5	2.8	0.1	0.0	0.0	1.4
Jurisdictions															
Newfoundland	7.0	2.1	0.1	3.0	0.0	-	0.0	-	1.3	-	0.0	1.3	-	1.3	-
Prince Edward Island	5.8	7.2	0.3	0.0	2.3	0.0	0.2	-	-	0.1	-	-	-	-	-
Nova Scotia	5.4	0.5	1.8	1.1	1.0	2.8	2.2	2.7	2.7	2.2	2.7	-	-	-	-
New Brunswick	6.2	2.2	1.6	-	1.1	-	2.1	3.7	2.9	2.1	3.7	2.5	-	-	2.5
Quebec	4.8	3.1	1.2	3.0	1.1	2.1	1.5	-0.1	0.4	1.1	1.5	0.8	-	-	0.8
Ontario	6.5	5.7	2.4	2.3	2.7	2.6	1.9	1.7	1.3	2.1	1.8	1.1	1.6	0.5	1.4
Manitoba	5.0	2.4	2.4	2.9	2.9	2.6	1.8	0.6	1.0	1.8	1.5	1.0	0.0	1.1	2.0
Saskatchewan	3.9	4.4	3.3	3.8	3.2	3.7	2.2	1.6	1.2	3.4	-	1.2	1.6	-	1.0
Alberta	5.6	5.4	3.6	5.0	3.6	2.8	2.2	0.9	1.1	2.3	2.5	0.0	-2.8	0.0	1.4
British Columbia	7.0	5.0	3.4	3.6	2.8	3.9	2.9	1.4	1.7	3.2	2.3	1.8	1.4	2.0	1.5
Multi-Province	6.6	5.1	3.0	2.1	-	3.7	2.9	3.0	3.0	3.3	1.9	-	-	-	-
Federal Jurisdiction	5.4	2.4	2.8	2.6	2.3	3.4	1.0	0.8	0.1	2.2	0.5	0.1	2.6	0.0	1.8
Public Sector	5.6	3.4	2.0	3.1	1.5	3.4	1.7	1.8	0.5	2.0	2.2	0.3	1.2	0.1	1.2
Private Sector	5.7	4.2	2.5	2.4	2.3	3.0	2.1	0.5	1.0	2.6	0.8	1.3	0.2	2.0	1.4
OTHER INDICATORS															
	1990			1991			1992			1993			1993		
	1990			1991			1992			1993			1993		
	1990	1991	1992	1990	1991	1992	1990	1991	1992	1990	1991	1992	1990	1991	1992
Union Wage Rate Index	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Average Weekly Earnings	5.4	5.4	3.6	3.9	3.6	3.6	3.4	3.1	3.1	3.4	3.2	3.1	3.1	3.2	3.0
All Industries	5.0	4.7	2.1	4.5	1.9	1.3	0.9	0.6	2.0	1.5	2.2	1.8	0.9	2.4	1.8
Manufacturing	5.2	4.8	3.9	3.6	4.3	3.4	2.4	2.1	2.0	3.4	3.2	3.1	2.5	3.2	3.2
Consumer Price Index	4.8	5.6	1.5	1.6	1.5	1.2	1.8	2.1	2.0	1.5	2.2	1.8	1.9	1.8	1.8

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Air Canada	Machinists	8 000	July
•Government of Saskatchewan	Teachers	12 000	June
•Government of Newfoundland	CUPE & NAPE	17 880	June
•Manitoba Health Organizations	Manitoba Nurses' Union	10 000	June

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•C.N. Rail	C.N. Crafts	2 000	Conciliation	December 92
•Health Labour Rel. Assn. of B.C.	various unions	48 500	Tent. Agt.	March 94
•B.C. Boards of School Trustees	B.C. Teachers' Federation	4 865	Bargaining	June 92
•Govt. of Alberta	Alta. Union of Provincial Employees	10 460	Bargaining	March 92
•Alberta Health Care	various unions	11 260	Bargaining	March 93
•Saskatchewan Health Care	CUPE, SEIU	11 400	Bargaining	December 91
•Saskatchewan Health Care	Saskatchewan Union of Nurses	6 800	Tent. Agt.	March 93
* •Ontario Public Sector	various unions	900 000	Barg./Leg.	varies
•Government of Quebec	various unions	400 000	Barg./Leg.	June 93
•Quebec Municipal Sector	various unions	45 630	Barg./Leg.	varies
Private Sector				
•Air Canada	CALPA, CAW, CUPE	7 300	Tent./Barg.	April-October 93
•General Motors, Ford, Chrysler	CAW	56 000	Bargaining	September 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	28 000	Bargaining	April 93
•Pipe Line Contractors' Assn.	various unions	2 800	Tent. Agt.	April 93
•B.C. Hydro	IBEW / Office Employees Union	4 700	Bargaining	March 93
•Alcan, B.C.	CAW	1 550	Bargaining	July 93
•Cominco Ltd. (Trail, Kimberley, B.C.)	Steelworkers	3 300	Bargaining	September 92
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Bargaining	December 92
•Alberta Construction Industry	various unions	3 500	Tent. Agt.	April 93
•Maritime Employers Assn. (Que.)	CUPE	900	Bargaining	December 92
•Iron Ore Co. (Nfld.)	Steelworkers	1 200	Bargaining	February 93

* Tentative agreements reached with approximately 200 000 empls. in health, community services & municipal police sector.

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Alberta School Boards	Alberta Teachers' Assn.	18 530	August 93
•Government of New Brunswick	N.B. Nurses Union	5 000	June 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	September 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

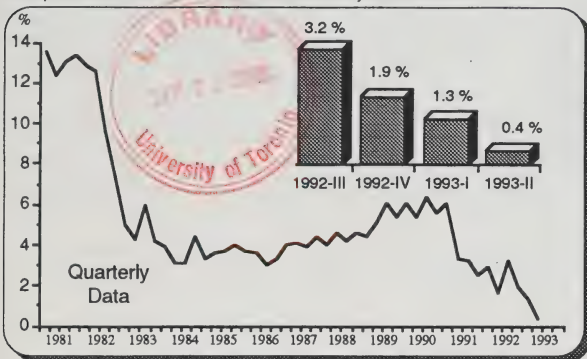
number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

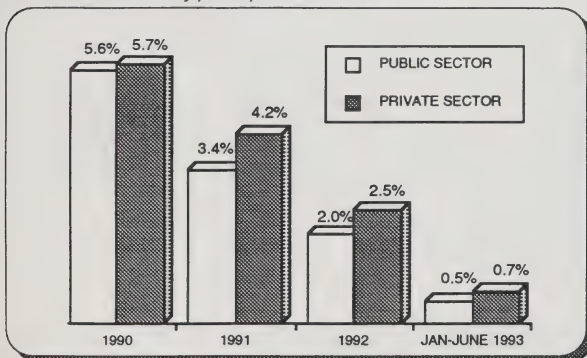
THE WAGE SETTLEMENTS BULLETIN

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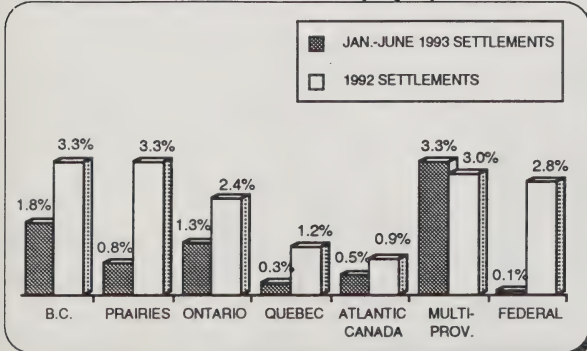
Perspective on base rate increases from major settlements



Base rate increases by public/private sector 1990 to 1993



Base rate increases in first half settlements by region/jurisdiction



Le Bulletin est également disponible en français.

FIRST HALF 1993

•Wage increases from major collective bargaining settlements reached in the **first half of 1993** averaged **0.6 per cent** over the contract term, compared to 2.1 per cent from all 1992 settlements. (Wage increases in 1992 were down from the most recent peak of 5.6 per cent in 1990, to their lowest since the inception of the wage settlement series in 1978.)

•The 239 contract settlements in the first half covered 608,360 employees. When the parties to these settlements previously negotiated - for contracts with durations averaging 26 months - the resulting wage increases were substantially higher at 3.6 per cent, compared to the 0.6 per cent average in their 1993 settlements.

•The incidence of wage freezes has risen in 1993; 61.5% of employees (374,100) in 1993's settlements had their wages frozen or rolled back; for the year 1992, the corresponding figure was 4.3% of employees (55,750). Already in 1993, the number of employees subject to wage freezes and rollbacks exceeds that in any full year on record.

•**Public sector** increases declined to a record low of **0.5 per cent** in the first half of 1993, from 2.0 per cent in 1992, and a peak of 5.6 per cent in 1990. The 159 public sector settlements in the first half of 1993 covered 431,350 employees, with 291,200 (67.5%) subject to wage freezes.

•**Private sector** increases at **0.7 per cent** in the first half were also at a historical low, down from 2.5 per cent in 1992, and a peak of 5.7 per cent in 1990. The first half's 80 private sector settlements covered 177,010 employees, with 82,940 (47%) subject to wage freezes or rollbacks.

•Wage increases in all major industry groups were also at record lows in the first half of 1993. The largest numbers of employees were in Public Administration with an average increase of 0.3 per cent (265,400 employees, including 198,000 federal public servants); in Community, Business and Personal Services at 1.0 per cent (158,100 employees); and in Construction at 0.4 per cent (77,200 employees). In Transportation, Communications and Utilities, increases in the first half averaged 0.9 per cent (59,200 employees); in Manufacturing, 1.7 per cent (24,750 employees); in Trade, an average of 0.0 per cent (the average of adjustments for 20,950 employees); and in Primary industries, 0.7 per cent (2,900 employees).

JUNE 1993

•Wage increases from major collective bargaining settlements reached in the month of **June** averaged **0.7 per cent** over the contract term, down from 1.4 per cent in May, but above the historical low of 0.1 per cent in April. For the **second quarter** as a whole, increases averaged **0.4 per cent**, the lowest quarterly figure since the inception of the wage settlement data series in 1978.

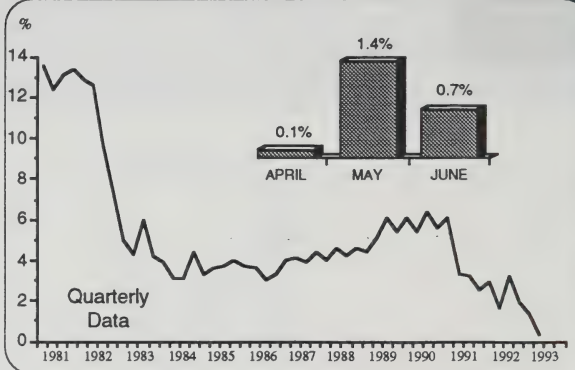
•The June data are based on a review of the 62 settlements reached in the month and cover 129,800 employees. When the parties to these settlements previously negotiated - with contract durations averaging 20 months - the resulting wage increases were substantially higher at 3.7 per cent, compared to the 0.7 per cent in their June settlements. Fifty-three per cent (68,969) of employees in those June contracts were subject to wage freezes or rollbacks.

•**Public sector** wage increases averaged **0.5 per cent** for 102,240 employees in 43 June settlements, significantly lower than the 1.2 per cent in May, but above the record low of 0.1 per cent in April. (The second-quarter public sector average was 0.3 per cent). In June, two-thirds of public sector employees (67,819) were subject to wage freezes: 31,580 education, health, and public administration employees in Newfoundland; 24,418 education, public administration, and Liquor Board employees in Alberta; 9,000 nurses in Manitoba (a loss of 2.0 per cent in the first year, recovered in the second); and 1,656 teachers and 1,165 municipal employees in Ontario. In Saskatchewan, 12,000 teachers and 2,100 health sector employees gained increases averaging 0.8 per cent annually.

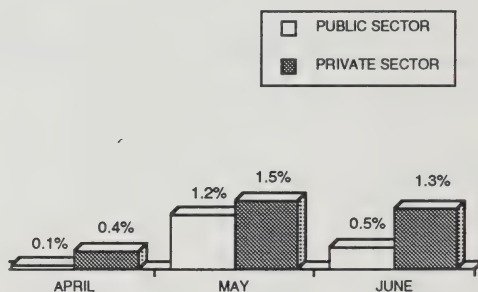
•**Private sector** wage increases averaged **1.3 per cent** for 27,550 employees in 19 June settlements, down from 1.5 per cent in May, but above March's 0.4 per cent. (The second quarter private sector average was 0.8 per cent). Among the private sector settlements in June were: 4,000 Alberta construction workers with increases averaging 1.6 per cent; 3,813 Eastern Canada forest products employees at 0.8 per cent and 520 at 2.5 per cent; and 1,300 Goodyear employees at 2.0 per cent. There was also a wage freeze for 500 Christie Brown (Montreal) employees, and a wage cut averaging -2.6% annually (over 38 months) for 600 truck drivers of Provost Transport (Quebec).

•The vast majority of employees in June's settlements were in the Prairie Provinces (54,490 empls. at 0.4%), in Atlantic Canada (33,880 empls. at 0.3%), and in Quebec (21,000 empls. at 1.0%). In other regions, 12,243 employees in British Columbia gained an average increase of 1.9 per cent and 6,881 employees in Ontario, an increase of 0.7 per cent.

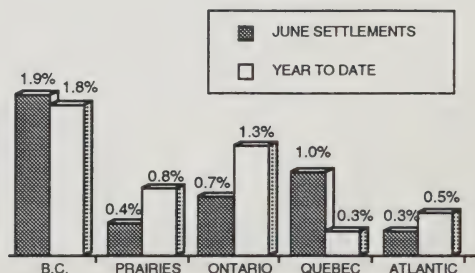
Base rate increases from major settlements



Base rate increases in June settlements by public/private sector



Base rate increases in June settlements by region/jurisdiction

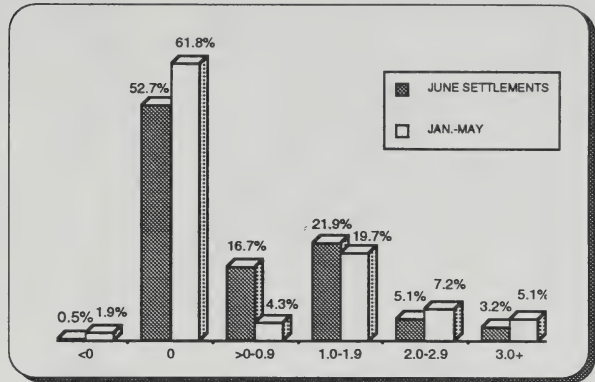


•The distribution of wage increases in June's settlements was similar to that in settlements in the previous months of this year.

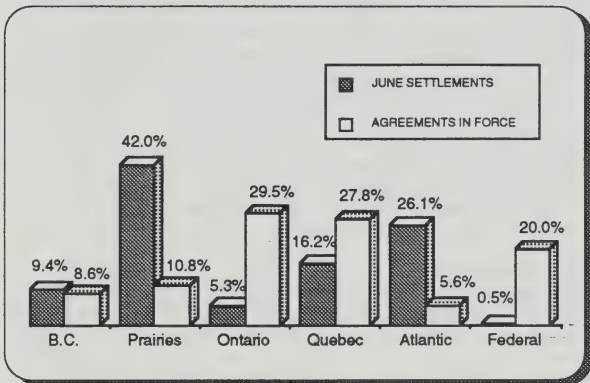
•In settlements reached during the period January to May, 1993, 63.7% of the employees (305,114), received no wage increase. By comparison, in the month of June, wages were frozen for 53% of the employees (68,969).

•In settlements between January and May, wage adjustments (rollbacks, freezes and increases) were less than 2% for 87% of employees; the corresponding figure for the month of June was 91.7%.

Percentage distribution of employees in June settlements by size of base rate increases

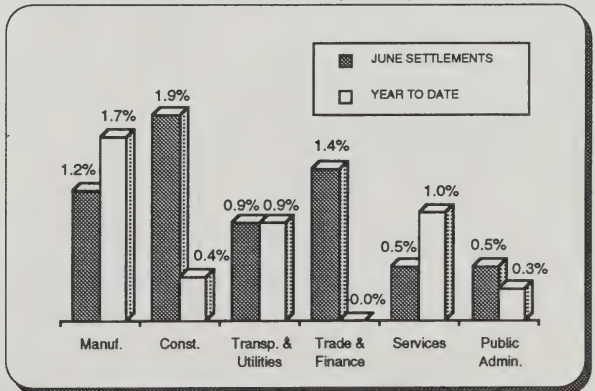


Percentage distribution of employees in June settlements by region/jurisdiction



•Contracts in the Prairie provinces accounted for 42% of all employees in June settlements, compared to a 10.8 per cent employee representation in agreements in force. The Atlantic Provinces accounted for 26.1 per cent while having 5.6 per cent of employees in agreements in force. In British Columbia, the proportion of all employees in June's settlements was close to that in all agreements in force. Other regions/jurisdictions were vastly under-represented in June's settlements, when compared to the universe of agreements in force.

Base rate increases in June settlements by industry



•Wage increases by industry for the month of June were as follows:

Manufacturing	1.2%	7,000 empls.
Construction	1.9%	4,700 empls.
Transp. & Utilities	0.9%	15,700 empls.
Trade	1.4%	2,800 empls.
Services	0.5%	67,100 empls.
Public Admin.	0.5%	32,500 empls.

MAJOR SETTLEMENTS REACHED IN JUNE

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manufacturing (11 agreements)	7 033	1.2	0.5	35.1	
Bristol Aerospace Ltd., plant & maint. empls., Winnipeg (Man.)	850	1.7	0.0	36	96-03-31
Kimberly -Clark Forest Products, mill empls. (Ont.)	520	2.5	2.0	36	96-04-30
Abitibi -Price, mill empls., Iroquois Falls (Ont.)	530	0.8	0.0	36	96-04-30
Christie Brown Co., plant empls., Montréal (Que.)	550	0.0	0.0	24	95-04-30
Goodyear Canada, plant empls., Valleyfield (Que.)	1 300	2.0*	2.1	36	96-06-30
Gaspésia Ltd., mill empls., Chandler (Que.)	540	0.8	0.0	36	96-04-30
Scott Paper, mill empls., Crabtree (Que.)	600	0.9	0.0	36	96-04-30
Stone- Consolidated, mill empls., Grand-Mère	1 643	0.8	0.0	36	96-04-30
Shawinigan & Trois-Rivières (Que.) (3 agreements)					
Abitibi Price, mill empls., Grand Falls (Nfld.)	500	0.8	0.0	36	96-04-30
Construction (2 agreements)	4 700	1.9	1.7	24.0	
Alta Const. Lab. Rel. Assn., labourers (Alta.)	4 000	1.6	1.3	24	95-04-30
Pipe Line Const. Assn. of Canada, plumbers, pipefitters & welders, (multi-province)	700	3.7	4.1	24	95-04-30
Transportation & Communication (5 agreements)	15 658	0.9	0.3	14.5	
City of Winnipeg, bus drivers & maintenance empls. (Man.)	1 244	2.0	-1.5	31	96-01-20
Provost Transport, drivers & mech. (Ont., Que., Maritimes)	600	-2.6	-12.0	38	96-04-30
Hydro-Quebec, technical, trades and office workers (Que.) (3 agreements)	13 814	1.0	1.0	12	93-12-13
Trade & Finance (3 agreements)	2 809	1.4	2.1	27.5	
Finning Ltd., service & maintenance empls. (B.C., Yukon)	800	4.2	4.8	24	95-04-14
Alberta Liquor Control Board, retail empls., (Alta.)	1 459	0.0	0.0	24	94-06-0
Société des alcools du Québec (Liquor Board), warehouse, distribution & maintenance empls. (Que.)	550	1.1	4.0	42	96-12-31
Community, Business & Personal Services (29 agreements)	67 097	0.5	-0.1	22.5	
Simon Fraser Univ., academic & tech. staff, Burnaby (B.C.)	620	2.0	2.0	12	94-06-30
Brd. of Sch. Trust. Dist. n° 23, clerical, maint., Okanagan (B.C.)	697	1.0	1.1	24	95-06-30
Brd. of Sch. Trustees Dist. n° 24, teachers, Kamloops (B.C.)	846	1.6	0.0	24	94-06-30
Brd. of Sch. Trustees Dist. n° 27, teachers, Cariboo (B.C.)	500	2.0	0.0	24	94-06-30
Brd. of Sch. Trustees Dist. n° 35, teachers, Langley (B.C.)	870	1.8	1.5	24	94-06-30
Brd. of Sch. Trustees Dist. n° 36, teachers, Surrey (B.C.)	1 685	1.7	0.0	24	94-06-30
Brd. of Sch. Trustees Dist. n° 39, teachers, Vancouver (B.C.)	3 095	1.3	0.0	36	95-06-30
Brd. of Sch. Trustees Dist. n° 43, teachers, Coquitam (B.C.)	1 260	1.5	1.5	24	94-06-30
Brd. of Sch. Trustees Dist. n° 57, teachers, Pr. George (B.C.)	1 020	2.6	2.6	12	94-06-30
Brd. of Sch. Trustees Dist. n° 7, office, Edmonton (Alta.)	1 000	0.0	0.0	24	94-08-31
Govt. of Alberta, educational services (Alta.)	923	0.0	0.0	24	94-03-31
Alberta Institute of Technology, instructors, counsellors, librarians & support, Edmonton (Alta.) (2 agreements)	1 435	0.0	0.0	12	94-06-30
Govt. of Saskatchewan, teachers (Sask.)	12 000	0.8 *	0.0	36	94-12-31
Sask. Assn. Special Care Homes, non medical staff (Sask.)	2 100	0.8	0.0	36	94-12-31

MAJOR SETTLEMENTS REACHED IN JUNE (conf'd)

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Manitoba Health Organization, nurses (Man.)	9 000	0.0	-2.0	24	94-12-31
Niagara South Board of Education, teachers (Ont.) (2 agreements)	1 656	0.0	0.0	24	94-08-30 94-08-31
Durham Board. of Education, teachers (Ont.)	910	0.6	0.6	12	93-08-31
University of Ottawa, lecturers & instructors (Ont.)	1 500	0.7	1.5	24	94-08-31
Harbour Castle Westin, service empls., Toronto (Ont.)	600	2.3	0.0	36	96-05-31
Univ. du Québec, office & tech. empls., Montréal (Que.)	1 300	0.5	1.0	24	94-11-30
Govt. of Newfoundland, teachers (Nfld.)	9 500	0.0	0.0	07	94-03-31
Govt. of Newfoundland, college academic & tech. staff (Nfld.)	640	0.0	0.0	07	94-03-31
Govt. of Newfoundland, various medical & non-medical occupations (Nfld. hospitals) (5 agreements)	13 940	0.0	0.0	12 to 27	94-03-31
Public Administration (12 agreements)	32 492	0.5	0.5	20.4	
British Columbia System Corp., office & tech. empls. Victoria	850	3.1	4.4	28	94-09-30
Govt. of Alberta, administration, services, trades and natural resources empls. (Alta.) (4 agreements)	19 601	0.0	0.0	24	94-03-31
City of Winnipeg, administration & professional (Man.)	876	2.1	-1.1	22	95-04-15
City of Scarborough, office & tech. empls. (Ont.)	540	0.0	0.0	24	94-12-31
City of Etobicoke, outside workers (Ont.)	625	0.0	0.0	24	94-12-31
Quebec City, office & clerical empls. (Que.)	700	1.0	1.0	12	93-12-31
Govt. of Nova Scotia, service and maintenance (N.S.)	1 800	6.2 *	6.2	12	94-06-08
Govt. of Newfoundland, office, general service & maintenance empls. (Nfld.) (2 agreements)	7 500	0.0	0.0	12	94-03-31
Agreements with COLA (6 agreements)	15 100	1.6	0.9	33.1	
Agreements without COLA (17 agreements)	114 689	0.5	0.2	20.3	
All agreements (23 agreements)	129 789	0.7	0.2	21.8	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

All Industries/Jurisdictions	1992					1993			Year to Date
	1990	1991	1992	2	3	4	1	2	
	1990	1991	1992	2	3	4	1	2	
Average Annual Increase	5.6	3.6	2.1	1.6	3.2	1.9	1.3	0.4	0.6
Non-COLA	6.1	3.4	2.0	1.5	2.9	1.8	1.2	0.3	0.5
COLA	5.1	4.7	2.5	2.3	3.7	2.1	2.1	1.5	1.6
First Year Increase	5.9	3.6	2.0	1.5	3.2	1.6	0.7	0.2	0.3
Non-COLA	6.4	3.3	1.9	1.5	2.6	1.5	0.7	0.2	0.3
COLA	5.3	5.0	2.4	1.5	4.5	1.6	1.8	0.9	1.1
Industries									
Primary Industries	5.3	4.6	2.6	2.2	2.4	2.4	-	0.7	0.7
Manufacturing	5.0	3.6	2.2	1.6	2.9	2.4	2.4	1.6	1.7
Construction	6.1	5.3	3.1	3.2	2.9	3.0	3.2	0.4	0.4
Transp. & Communication	5.6	3.5	2.7	2.5	3.3	1.4	0.8	0.9	0.9
Trade-Finance	6.7	4.3	2.4	3.1	2.9	1.9	-0.4	1.3	0.0
Services	5.5	3.8	1.7	1.4	2.8	1.8	1.6	0.7	1.0
Public Administration	6.1	3.0	2.3	1.6	4.2	1.6	2.2	0.1	0.3
Jurisdictions									
Newfoundland	7.0	2.1	0.1	0.0	-	0.0	-	0.0	0.0
Prince Edward Island	5.8	7.2	0.3	2.3	0.0	0.2	-	-	-
Nova Scotia	5.4	0.5	1.8	1.0	2.8	2.2	2.7	6.2	5.2
New Brunswick	6.2	2.2	1.6	1.1	-	2.1	3.7	2.5	2.9
Quebec	4.8	3.1	1.2	1.1	2.1	1.5	-0.1	0.3	0.3
Ontario	6.5	5.7	2.4	2.7	2.6	1.9	1.7	0.8	1.3
Manitoba	5.0	2.4	2.4	2.9	2.6	1.8	0.6	0.9	0.8
Saskatchewan	3.9	4.4	3.3	3.2	3.7	2.2	1.6	0.9	1.0
Alberta	5.6	5.4	3.6	3.6	2.8	2.2	0.9	0.6	0.7
British Columbia	7.0	5.0	3.3	2.8	3.9	2.9	1.4	1.9	1.8
Multi-Province	6.6	5.1	3.0	-	3.7	2.9	3.0	3.7	3.3
Federal Jurisdiction	5.4	2.4	2.8	2.4	3.4	1.0	0.8	0.0	0.1
Public Sector	5.6	3.4	2.0	1.5	3.4	1.7	1.8	0.3	0.5
Private Sector	5.7	4.2	2.5	2.3	3.0	2.1	0.5	0.8	0.7

OTHER INDICATORS

(year-over-year percentage change)

Union Wage Rate Index	1992					1993			Year to Date
	1990	1991	1992	2	3	4	1	2	
	1990	1991	1992	2	3	4	1	2	
Average Weekly Earnings	5.4	5.4	3.5	3.5	3.5	3.3	3.0	2.9	2.9
All Industries	5.0	4.7	2.1	1.9	1.3	0.9	0.6		
Manufacturing	5.2	4.8	3.9	4.3	3.4	2.4	2.1		
Consumer Price Index	4.8	5.6	1.5	1.5	1.2	1.8	2.1	1.7	1.9

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Alcan, B.C.	CAW	1 550	July 93
•Sask. Assn. of Health Orgs.	Saskatchewan Union of Nurses	6 800	July 93
•Ontario Public Sector	various unions	900 000	August 93

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	7 385	Bargaining	May 92
•C.N. Rail	Shopcrafts	2 000	Conciliation	December 92
•Health Labour Rel. Assn. of B.C.	various unions	48 500	Tent. Agt.	March 94
•B.C. Boards of School Trustees	B.C. Teachers' Federation	4 865	Bargaining	June 92
•Govt. of Alberta	Alta. Union of Provincial Employees	10 460	Bargaining	March 92
•Alberta School Boards	Alberta Teachers' Assn.	18 530	Bargaining	August 93
•Alberta Health Care	various unions	11 260	Bargaining	March 93
•Sask. Assn. of Health Orgs.	CUPE, SEIU	11 400	Bargaining	December 91
•Government of Quebec	various unions	400 000	Barg./Leg.	June 93
•Quebec Municipal Sector	various unions	45 630	Barg./Leg.	varies
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93
Private Sector				
•General Motors, Ford, Chrysler	CAW	56 000	Bargaining	September 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	14 000	Bargaining	April 93
•Pipe Line Contractors' Assn.	Labourers & Teamsters	1 750	Tent. Agt.	April 93
•Air Canada	CALPA, CAW, CUPE	7 300	Tent./Barg.	April-October 93
•B.C. Hydro	IBEW / Office Employees Union	4 700	Bargaining	March 93
•Cominco Ltd. (Trail, Kimberley, B.C.)	Steelworkers	3 300	Bargaining	September 92
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Conciliation	December 92
•Alberta Construction Industry	IBEW & IUOE	3 500	Tent. Agt.	April 93
•Maritime Employers Assn. (Que.)	CUPE	900	Bargaining	December 92
•Security & Investigation Agency	Steelworkers	10 000	Tent. Agt.	November 92
•Iron Ore Co. (Nfld.)	Steelworkers	1 200	Bargaining	February 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canada Post	PSAC	3 500	September 93
•Highland Valley Copper (B.C.)	Steelworkers	1 020	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	September 93
•Hudson Bay Mining & Smelting	Steelworkers	1 410	September 93
•Inco Ltd., (Man.)	Steelworkers	1 500	September 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	September 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

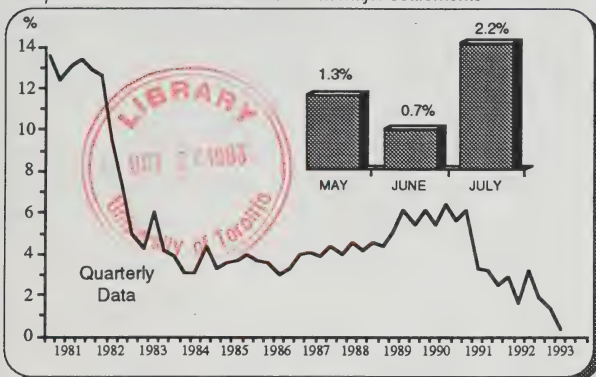


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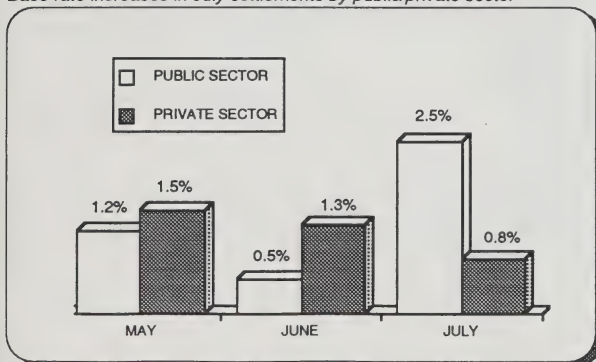
THE WAGE SETTLEMENTS BULLETIN

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Volume 4, Issue 9

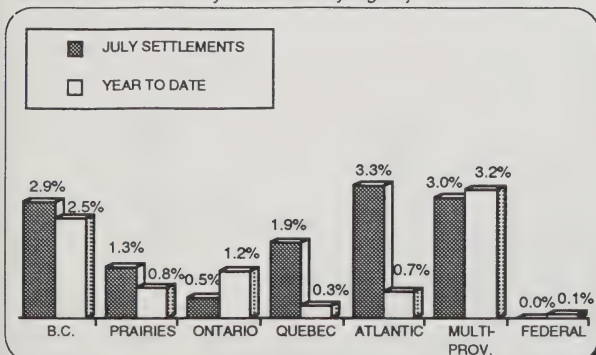
Perspective on base rate increases from major settlements



Base rate increases in July settlements by public/private sector



Base rate increases in July settlements by region/jurisdiction



Le Bulletin est également disponible en français.

JULY 1993

•Wage increases from major collective bargaining settlements reached in the month of July averaged **2.2 per cent** over the contract term, up from 0.7 per cent in June and higher than settlements in previous months of this year.

•July's figures were largely the result of settlements in British Columbia where wage rate increases were above the national average.

•These 26 July settlements covered 80,112 employees; when the parties to these settlements previously negotiated - with contract durations averaging 23 months - the resulting wage increases were substantially higher at 3.9 per cent, compared to the 2.2 per cent in their July, 1993, settlements. Almost 17 per cent (13,450 employees) in those July contracts were subject to wage rate freezes.

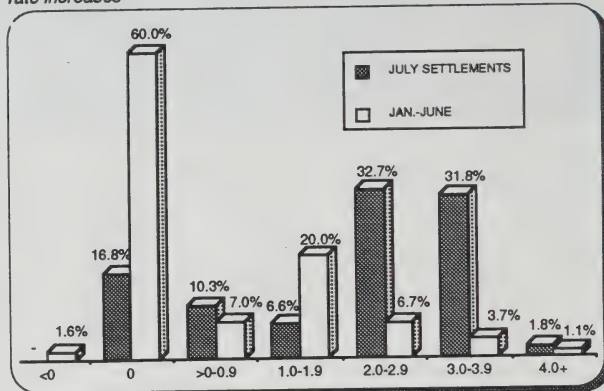
•Public sector wage rate increases averaged 2.5 per cent for 63,840 employees in 15 July collective agreements, up significantly from the 0.5 per cent average in June. The July figure was influenced by 3 large settlements involving 47,500 employees of the Health Labour Relations Association of B.C. (2.4-3.6 per cent) and 1,480 employees at Dalhousie University in Halifax (4.4 per cent). Wage rates were frozen for 670 office workers at Carleton University and 550 outside employees in the City of Scarborough. For 2,600 workers in the Regional Municipality of Ottawa-Carleton, wage rates were either reduced 1.5 per cent (for those earning more than \$30,000 per year) or frozen (for those earning less than that amount).

•Private sector wage rate increases averaged 0.8 per cent for 16,270 employees in 11 July settlements, down from the 1.5 per cent average increase in May and 1.3 per cent in the month of June. Among the larger private sector settlements were 925 plant workers at Boeing Canada Tech. Ltd. in Winnipeg with an increase averaging 3.8 per cent, 1,050 employees of the Pipe Line Contractors Association Canada with 3.0 per cent, and 2,265 Eastern pulp and paperworkers with increases ranging from 0.8 to 1.3 per cent. Wage rates were frozen for 1635 production workers at Alcan Smelters in Kitimat B.C. At Air Canada, wage rates were reduced and later recovered in two stages for 8,000 maintenance, sales and Cargo employees.

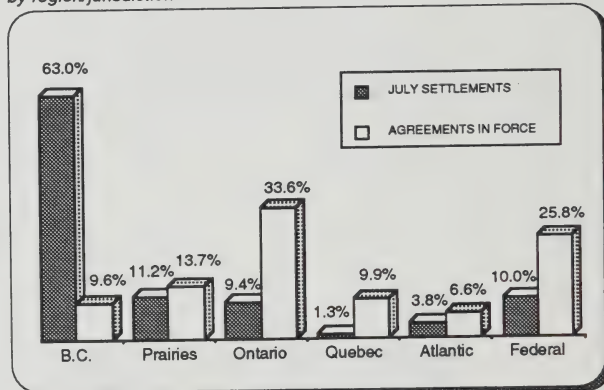
•The largest number of employees in July settlements were in British Columbia where 50,435 employees gained increases averaging 2.9 per cent, followed by the Prairie Provinces (8,975 empls. at 1.3 per cent), Ontario (7,525 empls. at 0.5 per cent). In other regions, 3,080 employees in Atlantic Canada gained an average annual increase of 3.3 per cent, and 1,050 employees in Quebec settled for 1.9 per cent.

•In settlements reached in the month of July, 16.8 per cent of employees had their wage rates frozen or reduced. By comparison, in the first six months of 1993, 61.5 per cent of employees received a 0.0 per cent or less wage increase, largely influenced by public sector restraint measures. Also in July, 64.5 per cent of all employees received increases ranging from 2.0 to 3.9 per cent whereas only 10.4 per cent of employees who settled in the first 6 months of this year received wage rate increases in this range. The July figures were in large part a result of the British Columbia settlements (63 per cent of all employees) with increases averaging 2.9 per cent.

Percentage distribution of employees in July settlements by size of base rate increases

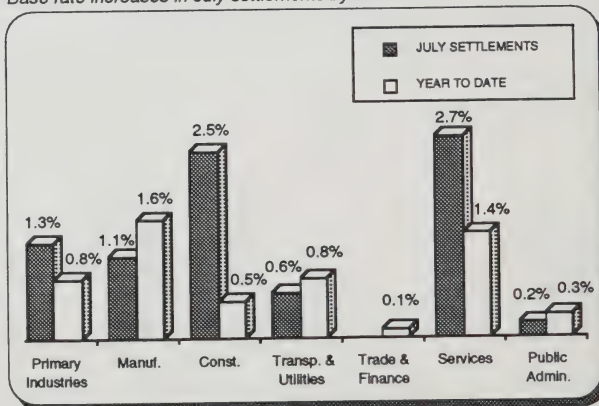


Percentage distribution of employees in July settlements, by region/jurisdiction



•Contracts in British Columbia accounted for almost two-thirds of all employees in July settlements, compared to a 9.6 per cent employee representation in agreements in force. The Prairie provinces accounted for slightly over 11 per cent while having 13.7 per cent of employees represented in agreements in force. All regions/jurisdictions except for B.C. were under-represented in July's settlements.

Base rate increases in July settlements by sector



•Wage increases by industry for the month of July were as follows:

Primary	1.3%	550 empls.
Manufacturing	1.1%	4 772 empls.
Construction	2.5%	1 550 empls.
Transp., Comm. & Utilities	0.6%	11 100 empls.
Services	2.7%	58 340 empls.
Public Admin.	0.2%	3 800 empls.

MAJOR SETTLEMENTS REACHED IN JULY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Month)	Expiry date
Primary Industries (1 agreement)	550	1.3	0.0	36.0	
Corner Brook Pulp & Paper, woods empls.(Nfld.)	550	1.3	0.0	36	95-12-31
Manufacturing (5 agreements)	4 772	1.1	0.6	34.7	
Alcan Smelters, plant & maint. empls. (B.C.)	1 633	0.0*	0.0	36	96-07-23
Boeing Canada Ltd., plant & maint. empls., Winnipeg (Man.)	924	3.8*	2.9	36	96-07-10
C.P. Forest Products, plant & maint. empls., Thunder Bay	1 165	0.8	0.0	36	96-04-30
Mitsubishi Elect., plant & maint. empls., Midland (Ont.)	500	0.8	0.0	24	95-07-05
C.P. Forest Products, plant & maint. empls., La Tuque (Que.)	550	0.8	0.0	36	96-04-30
Construction (2 agreements)	1 550	2.5	2.5	24.0	
Alberta Painting Contr. Assn., painters (Alta.)	500	1.5	1.1	24	95-04-30
Pipe Line Contr. Assn., equipment operators (Canada-wide)	1 050	3.0	3.2	24	95-04-30
Transp., Comm., & Utilities (5 agreements)	11 100	0.6	0.3	34.1	
Air Canada, sales, cargo & maint. empls., Canada-wide	8 000	0.0	0.0	36	95-06-17
Cdn. Western Nat. Gas, plant & maint. empls., Calgary (Alta)	900	1.5	0.0	24	94-12-31
Autobus Transco., drivers, Montreal (Que.)	500	3.0	2.5	30	95-09-30
Edmonton Telephone Corp., service & maint. empls., (Alta.)	650	1.5	1.5	24	94-12-24
N.B. Electric Power Comm., plant & maint. empls. (N.B.)	1 050	2.7	1.0	36	95-12-31
Community, Business & Personal Services (10 agreements)	58 340	2.7	3.6	34.6	
Health Lab. Rel. Assn. B.C., non-medical empls.	23 000	3.6	4.2	36	96-03-31
Health Lab. Rel. Assn. B.C., para-medical empls.	7 500	2.4	4.2	36	96-03-31
Health Lab. Rel. Assn. B.C., nurses	17 000	2.4	4.2	36	96-03-31
Brd. of Sch. Trustees Dist. n° 61, office, Victoria (B.C.)	650	1.9	0.0	24	94-12-31
Brd. of Sch. Trustees Dist. n° 39, office, Vancouver (B.C.)	650	2.0	2.0	24	94-12-31
Saskatchewan Assn. of Health Organizations, nurses	6 000	0.8	0.0	36	96-03-31
Waterloo County Board of Education, teachers (Ont.)	1 390	1.0	1.0	12	94-08-31
Carleton Univ., office & technical empls. (Ont.)	670	0.0	0.0	12	94-06-30
Dalhousie Univ., professors & librarians, Halifax (N.S.)	715	4.4*	5.0	24	95-06-30
Dalhousie Univ., office & technical, Halifax (N.S.)	765	4.4*	5.0	24	95-06-30
Public Administration (3 agreements)	3 800	0.2	0.2	29.5	
Ontario Housing Corp., service & maint. empls., (Ont.)	650	1.0	1.0	12	92-12-31
City of Scarborough, outside empls., (Ont.)	550	0.0	0.0	24	94-12-31
Reg. Mun. of Ottawa-Carleton, in & outside empls., (Ont.)	2 600	0.0	0.0	35	96-06-30
Agreements with COLA (4 agreements)	4 037	2.5	0.7	31.6	
Agreements without COLA (22 agreements)	76 075	2.2	2.7	34.2	
All agreements (26 agreements)	80 112	2.2	2.7	34.1	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage increases in base rates)

All Industries/Jurisdictions	1990				1991				1992				- 1993		Year to Date				Nov		Feb		May		1993																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
	1990		1991		1992		2		3		4		1	2	Date	Jan	Apr	Jul	May	Jul	May	Jul	May	Jul	May	Jul	May	Jul																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
Average Annual Increase	5.6	3.6	2.2	1.6	3.2	1.9	1.3	0.4	0.8	1.6	0.4	1.2	1.3	0.7	2.2	1.3	0.5	2.2	1.3	0.7	2.2	1.3	0.5	2.2	1.3	0.7	2.2	1.3	0.5	2.2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
Non-COLA	6.1	3.4	2.0	1.5	2.9	1.8	1.2	0.3	0.7	1.4	0.3	1.2	1.2	0.7	2.2	1.4	0.3	1.5	1.3	0.7	2.2	1.3	0.5	2.5	1.3	0.7	2.2	1.3	0.5	2.5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
COLA	5.1	4.7	2.6	2.5	3.7	2.1	2.1	1.4	1.6	2.2	1.8	1.5	1.6	1.1	0.9	0.2	1.1	0.9	0.2	1.1	0.9	0.2	1.1	0.9	0.2	1.1	0.9	0.2	1.1	0.9	0.2	1.1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
First Year Increase	5.9	3.6	2.0	1.5	3.2	1.5	0.7	0.2	0.6	1.2	0.2	1.1	0.7	0.6	1.2	0.2	1.1	0.7	0.9	0.2	1.1	0.7	0.9	2.7	1.1	0.2	2.7	1.1	0.2	2.7	1.1	0.2	2.7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Non-COLA	6.4	3.3	1.9	1.5	2.6	1.5	0.7	0.2	0.6	1.1	0.1	1.2	0.7	0.6	1.1	0.1	1.2	1.1	0.2	1.1	0.7	0.9	2.7	1.1	0.2	2.7	1.1	0.2	2.7	1.1	0.2	2.7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
COLA	5.3	5.0	2.4	1.5	4.5	1.6	1.8	0.9	1.1	1.6	1.6	1.0	0.9	1.1	1.6	1.6	1.6	1.0	0.7	1.0	1.6	1.6	1.0	0.7	0.9	0.7	0.9	0.7	0.9	0.7	0.9	0.7	0.9	0.7	0.9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Primary Industries	5.3	4.4	2.6	2.3	2.4	2.4	-	0.7	0.8	2.4	1.3	0.7	0.7	0.8	2.4	1.3	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3	0.7	0.7	0.6	-	0.6	2.4	1.3

OTHER INDICATORS

(year-over-year percentage change)

	(Year-over-year percentage change)							Year to							
	1990		1991		1992			1993		Date		Nov		May	
					2	3	4		1	2	Jan.	Feb.	Jul	Jun	May
					3.5	3.5	3.3		3.0	2.9	3.2	3.0	2.8	2.6	3.0
Union Wage Rate Index															
Average Weekly Earnings															
All Industries	5.4	4.7	5.4	3.5	1.9	1.3	0.9	0.6	1.8				1.2	1.6	
Manufacturing	5.2	4.8	3.9	4.3	3.4	2.4	2.1	2.6					2.2	2.6	1.6
Consumer Price Index	4.8	5.6	1.5	1.5	1.2	1.8	2.1	1.7	1.9	1.9	2.0	1.7	1.8	1.6	

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Air Canada (pilots)	CALPA	1 400	August 93
•Pipe Line Contractors' Assn.	Labourers	1 050	August 93
•Alberta Construction Industry	IBEW & IUOE	3 500	August 93

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Bargaining	May 92
•C.N. Rail	Shopcrafts	2 600	Conciliation	December 92
•Canada Post	APOC, PSAC	7 300	Bargaining	June-Sept. 93
•B.C. Boards of School Trustees	B.C. Teachers' Federation	4 865	Bargaining	June 92
•Govt. of Alberta	Alta. Union of Provincial Employees	10 460	Bargaining	March 92
•Alberta School Boards	Alberta Teachers' Assn.	18 530	Bargaining	August 93
•Alberta Health Care	various unions	11 260	Barg./Med.	March 93
•Sask. Assn. of Health Orgs.	CUPE, SEIU	11 400	Barg./Conc.	December 91
•Government of Quebec	various unions	400 000	Barg./Leg.	June 93
•Quebec Municipal Sector	various unions	45 630	Barg./Leg.	varies
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93

Private Sector

•General Motors, Ford, Chrysler	CAW	56 000	Bargaining	September 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	15 271	Bargaining	Apr.-Aug. 93
•Pipe Line Contractors' Assn.	Teamsters	700	Mediation	April 93
•Air Canada	CAW, CUPE	6 500	Bargaining	Sept.-Oct. 93
•B.C. Hydro	IBEW / Office Employees Union	4 700	Tent./Barg.	March 93
•B.C. Rail	various unions	1 600	W.S. - Barg.	December 92
•Cominco Ltd.(Trail, Kimberley, B.C.)	Steelworkers	3 300	Tent. Agt.	September 92
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Conciliation	December 92
•Hudson Bay Mining & Smelting	Steelworkers	1 410	Bargaining	September 93
•Inco Ltd., (Man.)	Steelworkers	1 500	Bargaining	September 93
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Security & Investigation Agency	Steelworkers	10 000	Tent. Agt.	November 92
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Iron Ore Co. (Nfld.)	Steelworkers	1 200	Bargaining	February 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Bell Canada (Que., Ont., N.W.T.)	Commun., Energy & Paperworkers	20 000	November 93
•Highland Valley Copper (B.C.)	Steelworkers	1 020	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	September 93
•IPSCO (Sask., Alta.)	Steelworkers	1 100	October 93
•Ontario Hospitals (52)	SEIU	13 400	October 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

SETTLEMENT AT CHRYSLER

On September 14, **Chrysler Canada Ltd. and the Canadian Auto Workers' Union** reached a tentative three-year agreement for the company's 10,500 workers. This agreement is subject to ratification.

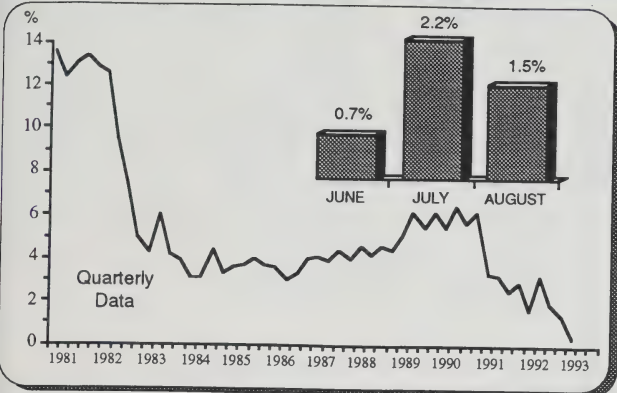
Highlights of the terms of the proposed contract are:

- A three-year agreement with wage increases of 2% the first year, 1.5% the second year, and 1% the third year.
- The Cost-of-living allowance formula (COLA), which generated \$1.45 over the term of the previous three-year agreement, will continue throughout the new agreement.
- The terms of the agreement are likely to result in additional jobs being created, mainly through the following three provisions.
- Paid time off (Paid Absence Allowance) has been increased to 92 hours, from 68 in the preceding contract; also, there will be 3 additional days off each year.
- There is a pension accord of six years' duration which improves benefits for current and future retirees, including enhanced early retirement incentives.
- A third shift will be added in the new year at the mini-van plant at Windsor.
- The Supplementary Unemployment Benefit (SUB) account will receive increased funding.

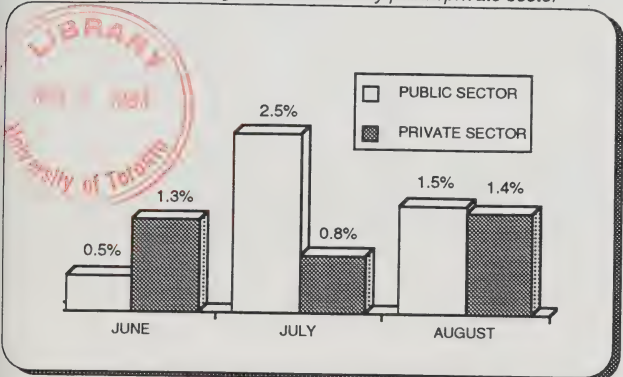
THE WAGE SETTLEMENTS BULLETIN

October 1993
 Volume 4, Issue 10

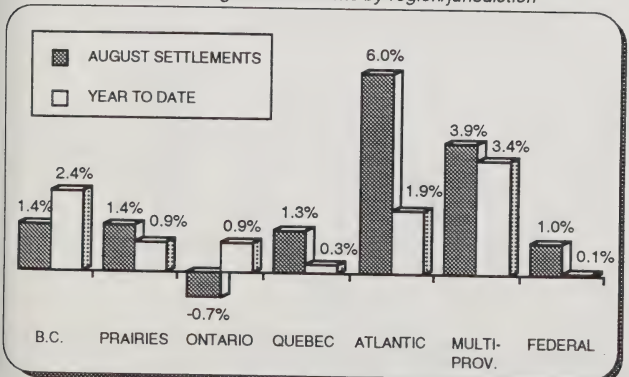
Perspective on base rate increases from major settlements



Base rate increases in August settlements by public/private sector



Base rate increases in August settlements by region/jurisdiction



Le Bulletin est également disponible en français.

AUGUST 1993

• Wage increases provided by major collective agreements reached in the month of **August** averaged **1.5 per cent** over the contract term, down from the 2.2 per cent July average but still above other monthly averages since February, 1993.

• The August figure was largely influenced by the one-year contract between the Govt. of Nova Scotia and its 10,600 public school teachers, providing increases of 6.0 per cent. The increase is actually an adjustment which was negotiated in 1991, but subsequently deferred until after a legislated two year wage freeze.

• The 29 settlements reached in August covered 59,590 employees. When the parties to these settlements previously negotiated - about 2 years ago on average - the resulting wage increases were substantially higher at 4.2 per cent. Approximately 41% of workers covered by contracts settled in August (24,595 employees) were subject to wage rate freezes or rollbacks.

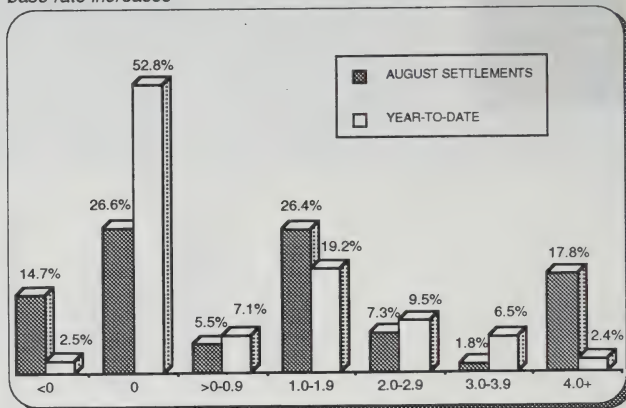
• **Public sector** wage rate increases averaged **1.5 per cent** for 39,910 employees in 17 collective agreements, down significantly from the 2.5 per cent average in July. The August figure is a reflection of two important influences. First, the Nova Scotia government contract noted above, and second, the high incidence of settlements calling for wage freezes or rollbacks. In all, 13 of the Public sector agreements (23,990 employees) reached in August froze or cut wages over the contract term, including 12 agreements (21,990 employees) under Ontario's Social Contract Legislation. Rollbacks were instituted for 550 City of Mississauga Transit Department employees (-4.0 per cent) and for 8,200 Toronto Transit Commission bus drivers (-1.6 per cent).

• **Private sector** wage rate increases averaged **1.4 per cent** for 19,680 employees in 12 collective agreements, up from the 0.8 per cent average in July. Among the larger private sector settlements was the 3.9 per cent provided to 1,050 labourers with the Pipe Line Contractors' Association, while at the other end of the spectrum, wage rates were frozen for the 610 hourly employees of Christie Brown and Co. in Toronto.

• Ontario accounted for the largest number of employees in August with a total of 23,095 workers across 15 settlements. Because of the Social Contract Legislation, these settlements call for a 0.7 per cent wage cut on average. Ontario is followed by B.C. (11,000 empls. at 1.4 per cent), Nova Scotia (10,600 empls. at 6.0 per cent), and the Prairie Provinces (10,200 empls. at 1.4 per cent). In Quebec, 3,020 employees settled for 1.3 per cent, 1,050 employees in the multi-provincial jurisdiction settled for 3.9 per cent, and at the federal level, 625 employees settled for 1.0 per cent.

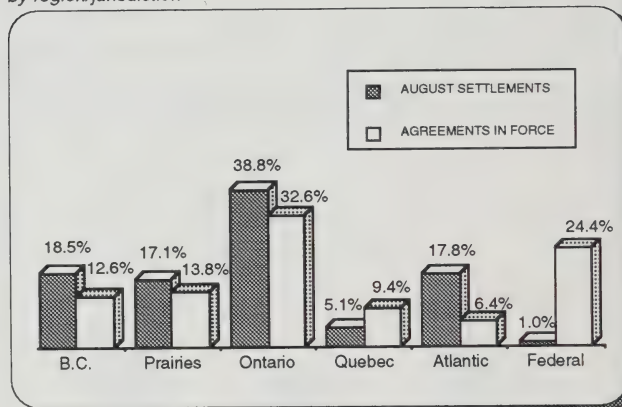
•Slightly more than 41 per cent of employees covered by settlements reached in August had their wages frozen or rolled back. By comparison, in the latest three months, 38.3 per cent of employees had their wages frozen or reduced. In the month of August, 31.9 per cent of all employees received 0%-1.9%, while 9.1 per cent received 2.0%-3.9%.

Percentage distribution of employees in August settlements by size of base rate increases



•Contracts in Ontario represented slightly more than 38 per cent of all employees in August settlements, compared to a 32.6 per cent employee representation in agreements in force. Atlantic Canada accounted for 17.8 per cent of all employees while having 6.4 per cent of employees in agreements in force; British Columbia accounted for 18.5 per cent of employees while having 12.6 per cent of employees in agreements in force; the Prairies had a representation of 17.1 per cent of employees in August settlements while having 13.8 per cent of employees in agreements in force. Other regions/jurisdictions were under-represented when compared to the universe of agreements in force.

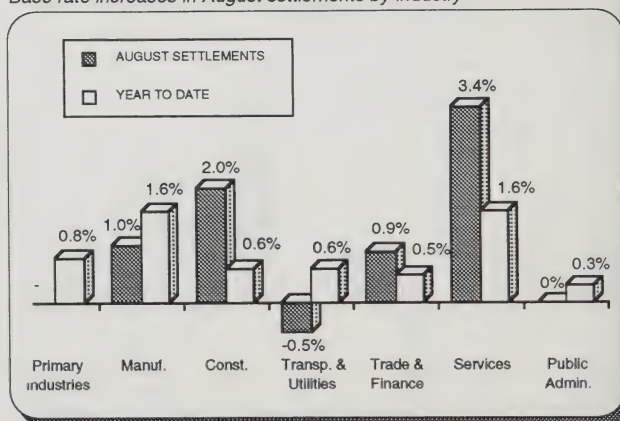
Percentage distribution of employees in August settlements, by region/jurisdiction



•Wage increases by industry for the month of August were as follows:

Manufacturing	1.0%	3 529 empls.
Construction	2.0%	4 550 empls.
Transp., Comm. & Utilities	-0.5%	12982 empls.
Trade	0.9%	16000 empls.
Services	3.4%	19619 empls.
Public Admin.	0.0%	2 910 empls.

Base rate increases in August settlements by industry



MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Manufacturing (5 agreements)	3 529	1.0	0.5	33.9	
Christie Brown & Co., plant & maint. empls., Toronto (Ont.)	609	0.0	0.0	24	95-04-30
Consumers Glass, production empls., Toronto (Ont.)	500	0.7 *	0.0	36	96-06-19
Waterville TG Inc., production empls., Waterville (Ont.)	770	2.4	2.5	36	96-07-31
Daishowa Inc., mill empls., Québec (Que.)	850	0.8	0.0	36	96-04-30
QUNO, mill empls., Baie Comeau (Que.)	800	0.8	0.0	36	96-04-30
Construction (3 agreements)	4 550	2.0	1.7	24	
Elect. Contractors Assn., electricians (Alta.)	2 900	1.5	1.0	24	95-04-30
Alta Const. Labour Rel. Assn., operating engineers (Alta.)	600	1.5	1.1	24	95-04-30
Pipe Line Contractors Assn. Canada, labourers (multi-prov.)	1 050	3.9	3.9	24	95-04-30
Transp., Comm., & Utilities (4 agreements)	12 982	-0.5	-2.6	29.2	
Sask. Telecommunications, plant empls. (Sask.)	3 600	2.3 *	0.7	24	95-03-25
City of Mississauga, transit dept. empls. (Ont.)	557	-4.0	-4.0	12	94-09-30
Toronto Transit Commission, transit dept. empls. (Ont.)	8 200	-1.6	-4.4	33	96-03-31
Société Radio-Canada (C.B.C.), prof. empls. (Que. & N.B.)	625	1.0	2.0	24	94-05-06
Trade & Finance (4 agreements)	16 000	0.9	0.9	36.9	
Canada Safeway Ltd., retail empls. (B.C.) (2 agts.)	6 500	1.4	1.4	36	96-03-31
Overwaitea and Save-On Foods, retail empls. (B.C.)	4 500	1.4	1.4	36	96-03-31
LCBO & LLBO, office & retail empls. (Ont.)	5 000	0.0	0.0	39	96-03-31
Community, Business & Personal Services (10 agreements)	19 619	3.4	3.3	20.0	
University of Alberta, academic staff, Edmonton (Alta.)	2 000	0.0	0.0	12	94-06-30
Govt. of Sask., non-medical empls., province-wide	1 100	0.9 *	0.0	36	94-09-30
York Regional Board of Education, maintenance and office empls. (Ont.) (2 agts.)	1 030	0.0	0.0	36-48	96-12-31
York R.C. Separate School Bd., teachers, (Ont.)	2 234	0.0	0.0	36	96-08-31
Ryerson Polytechnic Institute, academic staff, Toronto (Ont.)	580	0.0	0.0	12	94-06-30
Waterloo R.C. Separate School Bd., teachers, (Ont.)	908	0.0	0.0	24	94-08-31
Welland R.C. Separate School Bd., teachers, (Ont.)	567	0.0	0.0	48	96-08-31
C.P. Hotels (Reine Elizabeth), service empls. Montreal (Que.)	600	1.3	0.0	36	96-06-30
Govt. of Nova Scotia, public school teachers (prov.-wide)	10 600	6.0*	6.0	12	94-07-31
Public Administration (3 agreements)	2 910	0.0	0.0	28.1	
City of Ottawa, inside & outside empls. (Ont.)	1 815	0.0	0.0	34	96-03-31
Ottawa Police Services Board, police officers (Ont.)	590	0.0	0.0	12	93-12-31
Municipality of Hamilton-Wentworth, inside empls. (Ont.)	505	0.0	0.0	26	96-03-31
Agreements with COLA (4 agreements)	15 800	4.7	4.2	17.2	
Agreements without COLA (25 agreements)	76 075	2.2	2.7	34.2	
All agreements (29 agreements)	80 112	2.2	2.7	34.1	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1990	1991	1992	1993				Year to Date	Dec			Mar			1993		
				2	3	4	1		Feb	May	Aug	Jun	May	Aug	Jun	Jul	Aug
				2	3	4	1										
All Industries/Jurisdictions	5.6	3.6	2.2	1.7	3.2	1.9	1.3	0.4	0.8	1.5	0.4	1.3	1.5	0.4	1.3	0.7	2.2
Average Annual Increase	6.1	3.4	2.0	1.5	2.9	1.8	1.2	0.3	0.7	1.4	0.3	1.0	1.4	0.3	1.0	0.5	2.3
Non-COLA	5.1	4.7	2.6	2.5	3.7	2.1	2.1	1.4	2.1	2.2	1.5	2.6	2.2	1.5	2.6	1.5	1.5
COLA	5.9	3.6	2.0	1.5	3.2	1.5	0.7	0.2	0.6	1.3	0.1	1.1	1.3	0.1	1.1	0.3	2.7
First Year Increase	6.4	3.3	1.9	1.5	2.6	1.5	0.7	0.2	0.5	1.3	0.0	0.9	1.3	0.0	0.9	0.2	3.0
Non-COLA	5.3	5.0	2.4	1.5	4.5	1.6	1.8	0.9	1.7	1.5	1.0	2.1	1.5	1.0	2.1	0.9	1.0
COLA																	
Industries																	
Primary Industries	5.3	4.4	2.6	2.3	2.4	2.4	-	0.7	0.8	2.4	0.7	1.3	2.4	0.7	1.3	-	1.3
Manufacturing	5.0	3.7	2.2	1.7	2.9	2.4	2.4	1.6	1.6	2.3	1.8	1.2	2.3	1.8	1.2	1.2	1.2
Construction	6.1	5.3	3.1	3.3	2.9	3.0	3.2	0.4	0.6	3.2	0.3	2.0	3.2	0.3	2.0	1.9	2.5
Transp. & Communication	5.6	3.5	2.7	2.5	3.3	1.4	0.8	0.9	0.6	0.6	1.1	0.4	0.6	1.1	0.4	0.9	0.6
Trade-Finance	6.7	4.3	2.4	3.1	2.9	1.9	-0.4	1.5	0.5	1.2	-1.3	1.0	1.2	-1.3	1.0	1.4	-
Services	5.5	3.8	1.8	1.5	2.7	1.8	1.6	0.6	1.6	1.6	1.2	1.7	1.6	1.2	1.7	0.5	2.7
Public Administration	6.1	3.0	2.3	1.6	4.3	1.5	2.2	0.1	0.3	2.8	0.1	0.4	2.8	0.1	0.4	0.5	0.2
Jurisdictions																	
Newfoundland	7.0	2.1	0.1	0.0	-	0.0	-	0.0	0.1	0.0	1.3	0.0	0.0	1.3	0.0	0.0	1.3
Prince Edward Island	5.8	7.2	0.3	2.3	0.0	0.2	-	-	-	2.7	-	5.9	2.7	-	5.9	6.2	4.4
Nova Scotia	5.4	0.5	1.8	1.0	2.8	2.2	2.7	6.2	5.7	3.7	-	-	3.7	-	-	-	-
New Brunswick	6.2	2.3	1.6	1.1	-	2.1	3.7	2.5	2.8	3.7	2.5	2.7	3.7	2.5	2.7	1.0	3.0
Quebec	4.8	3.1	1.2	1.1	2.1	1.5	-0.1	0.3	0.3	1.5	0.1	1.1	1.5	0.1	1.1	1.0	3.0
Ontario	6.5	5.7	2.4	2.7	2.6	1.9	1.7	0.8	0.9	1.8	1.1	-0.1	1.8	1.1	-0.1	0.6	0.4
Manitoba	5.0	2.4	2.4	2.9	2.6	1.8	0.6	0.9	0.9	1.5	1.0	0.7	1.5	1.0	0.7	0.5	3.8
Saskatchewan	3.9	4.4	3.3	3.2	3.7	2.2	1.6	0.9	1.1	-	1.2	1.0	-	1.2	1.0	0.8	0.8
Alberta	5.6	5.3	3.6	3.6	2.8	2.2	0.9	0.6	0.7	2.5	0.0	0.4	2.5	0.0	0.4	0.2	1.5
British Columbia	7.0	5.0	3.5	3.0	3.9	2.9	1.4	1.9	2.4	2.3	1.8	2.5	2.3	1.8	2.5	1.9	2.9
Multi-Province	6.6	5.1	3.1	-	3.7	2.9	3.0	3.7	3.4	1.9	-	3.5	3.4	1.9	3.5	3.7	3.0
Federal Jurisdiction	5.4	2.4	2.8	2.4	3.4	1.0	0.8	0.0	0.1	0.5	0.1	-0.1	0.5	0.1	-0.1	-2.6	0.0
Public Sector	5.6	3.4	2.0	1.5	3.4	1.7	1.8	0.3	0.8	2.1	0.3	1.3	2.1	0.3	1.3	0.5	2.5
Private Sector	5.7	4.2	2.5	2.3	3.0	2.1	0.5	0.8	0.8	0.8	0.6	1.2	0.8	0.6	1.2	1.3	0.8

OTHER INDICATORS

(year-over-year percentage change)

	1990	1991	1992	1993				Year to Date	Dec			Mar			1993		
				2	3	4	1		Feb	May	Aug	Jun	May	Aug	Jun	Jul	Aug
				2	3	4	1										
Union Wage Rate Index	5.4	5.4	3.5	3.5	3.5	3.3	3.0	2.9	2.9	3.2	3.1	2.7	3.2	3.1	2.7	2.5	2.8
Average Weekly Earnings																	
All Industries	5.0	4.7	2.1	1.9	1.3	0.9	0.6	1.8								1.8	1.9
Manufacturing	5.2	4.8	3.9	4.3	3.4	2.4	2.1	2.6								2.6	2.8
Consumer Price Index	4.8	5.6	1.5	1.5	1.2	1.8	2.1	1.7	1.9	2.2	1.8	1.7				1.6	1.6

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•General Motors, Chrysler	CAW	38 200	September 93
•Cominco Ltd.(Trail, Kimberley, B.C.)	Steelworkers	3 300	September 93
•Inco Ltd., (Man.)	Steelworkers	1 500	September 93

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Bargaining	May 92
•Canada Post	APOC, PSAC	7 300	Bargaining	June-Sept. 93
•B.C. Boards of School Trustees	B.C. Teachers' Federation	2 058	Bargaining	June 92
•Govt. of Alberta	Alta. Union of Provincial Employees	6 284	Bargaining	March 92
•Alberta School Boards	Alberta Teachers' Assn.	18 530	Bargaining	August 93
•Alberta Health Care	various unions	11 260	Barg./Med.	March 93
•Sask. Assn. of Health Orgs.	CUPE, SEIU	11 400	Barg./Conc.	December 91
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Bargaining	Mar./Sept./Oct. 93
•Government of Quebec	various unions	215 000	Barg./Leg.	June 93
•Quebec Municipal Sector	various unions	20 000	Barg./Leg.	varies
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93

Private Sector

•Ford Motor Company of Canada	CAW	11 800	Post Concil.	September 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	15 271	Barg/Con/WS	Apr.-Aug. 93
•Pipe Line Contractors' Assn.	Teamsters	700	Mediation	April 93
•Air Canada	CAW, CUPE	5 900	Bargaining	Sept.-Oct. 93
•B.C. Hydro	Office Employees Union	2 500	Bargaining	March 93
•B.C. Rail	various unions	1 600	Mediation	December 92
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Conciliation	December 92
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Bargaining	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•Hudson Bay Mining & Smelting	Steelworkers	1 410	Bargaining	September 93
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Security & Investigation Agency	Steelworkers	10 000	Tent. Agt.	November 92
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Iron Ore Co. (Nfld.)	Steelworkers	1 200	Bargaining	February 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•CN, CP, Via Rail	various unions	40 000	December 93
•Bell Canada	various unions	20 670	Nov. / Dec. 93
•PSCO (Sask., Alta.)	Steelworkers	1 100	October 93
•Hydro Quebec	CUPE	13 800	December 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

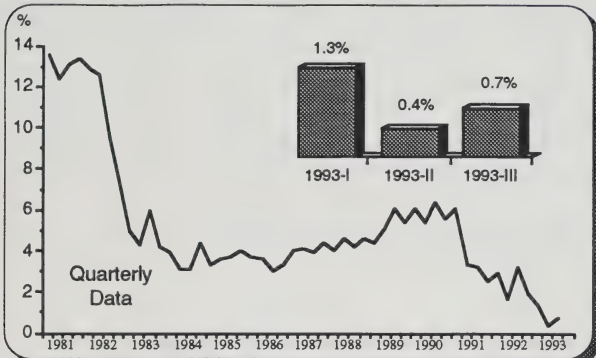
Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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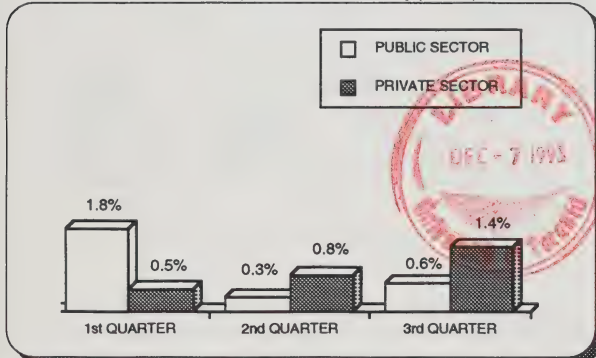
THE WAGE SETTLEMENTS BULLETIN

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Volume 4, Issue 11

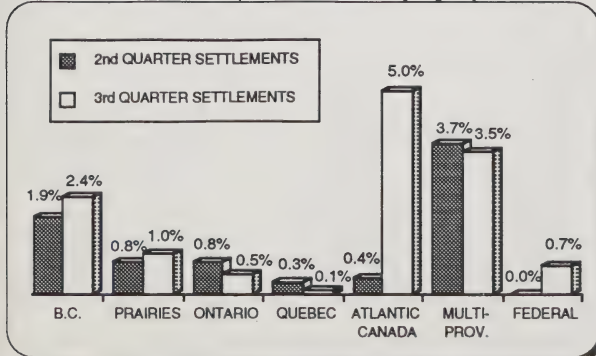
Perspective on base rate increases from major settlements



Base rate increases in third quarter settlements by public/private sector



Base rate increases in third quarter settlements by region/jurisdiction



Le Bulletin est également disponible en français.

THIRD QUARTER 1993

Wage increases provided by major collective bargaining settlements reached in the **third quarter** of 1993 averaged **0.7 per cent**, marginally higher than the record low average of 0.4 per cent reported in the second quarter, but well below the first quarter's figure of 1.3 per cent. Average wage increases for the year to date (Jan. to Sept.) stand at 0.6 per cent.

The 0.7 per cent figure for the third quarter resulted from 141 contract settlements covering 480,990 employees. When the parties to these agreements previously settled - with contract durations averaging 18 months - the resulting wage increases averaged 2.1 per cent.

Wage freezes continue to be prevalent in the third quarter, as indicated by the 77 agreements involving 346,105 employees (71.9 per cent of all employees in the quarter) being subjected to freezes or rollbacks, compared to 57,561 employees (4.5 per cent) in 34 agreements in the whole of 1992.

In the **public sector**, the third quarter average wage increase was **0.6 per cent**, up from 0.3 per cent in the second quarter but down from 1.8 per cent in the first quarter. This results in a year-to-date average of 0.6 per cent, which is leading to the lowest annual average recorded since the inception of the wage series in 1978.

Private sector wage increases averaged **1.4 per cent** in the third quarter, higher than the first (0.5 per cent) and second (0.8 per cent) quarters. The average increase for the year-to-date stands at 0.9 per cent which, as in the public sector, is leading to the lowest annual private sector average since 1978.

On a jurisdictional basis, wage increases in the third quarter varied from an average of 0.1 per cent for 300,478 employees in Quebec to 5.0 per cent for 15,505 employees in Atlantic Canada. The Quebec figure is a reflection of the wage freeze legislated (with some negotiations) on the province's public sector employees. The Atlantic Canada figure was largely influenced by the 6.0 per cent 1-year contract between the Government of Nova Scotia and 10,600 public school teachers. This increase is actually an adjustment negotiated in 1991 but subsequently deferred until after a 2-year legislated wage freeze. In British Columbia, 69,725 employees received wage gains averaging 2.4 per cent. In the Prairie provinces, wage increases averaged 1.0 per cent for 29,193 employees; in Ontario, 0.5 per cent for 50,049 employees and in the Federal jurisdiction, 0.7 per cent for 13,940 employees.

SEPTEMBER 1993

• Wage increases from major collective bargaining settlements reached in the month of **September** averaged **0.2 per cent** over the contract term, down from 1.4 per cent in August, and 2.2 per cent in July. Approximately ninety-one per cent of employees in those September contracts were subjected to a wage rate freeze.

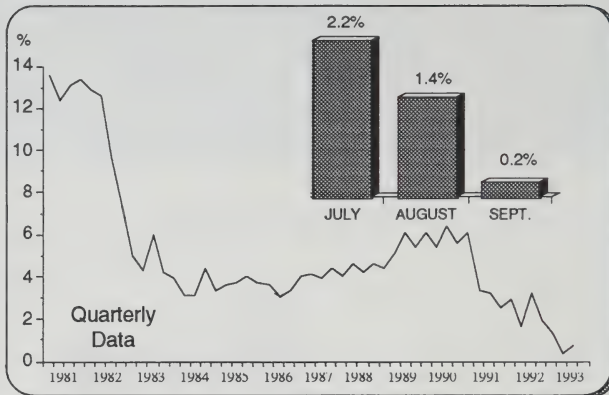
• The September data are based on a review of the 81 settlements reached in the month and cover 336,038 employees. When the parties to these settlements previously negotiated - with contract durations averaging 17 months - the resulting wage increases were substantially higher at 1.4 per cent, compared to the 0.2 per cent in their September settlements.

• **Public sector** wage increases averaged **0.1 per cent** for 311,937 employees in 63 September settlements, lower than the 1.5 per cent in August, and the 2.5 per cent in July. In September, eighty-eight per cent of public sector employees (274,265) were with the Government of Quebec and subject to wage freezes. Also subject to a wage freeze were 9,225 municipal employees with the City of Montreal, 525 Quebec City municipal employees and 2,291 technical employees with the Government of Alberta. The Montreal Transit Commission provided 4,080 drivers with wage increases averaging 1.6 per cent and 575 office employees with 1.3 per cent. The CBC provided 2,029 production and office employees with wage gains averaging 2.0 per cent. The Nova Scotia Liquor Commission provided its 650 retail employees with wage increases averaging 5.0 per cent (adjustment was actually negotiated in 1991 but deferred until after a legislated two-year wage freeze).

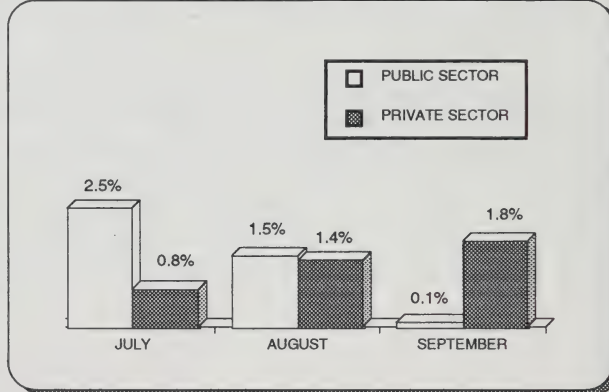
• **Private sector** wage increases averaged **1.8 per cent** for 24,101 employees in 18 September settlements, up from 1.4 per cent in August, and 0.8 per cent in July. Chrysler Canada Ltd. settled with 9,215 automotive workers at its Ajax, Windsor and Bramalea plants for wage increases averaging 3.0 per cent over a 3-year period. Other private sector settlements in September were: 1,500 miners at Cominco Ltd. in B.C. with a wage freeze; 1,400 miners with INCO Ltd. in Manitoba also with a wage freeze; and 2,186 office and plant employees with Maritime Telegraph and Telephone who received increases averaging between 2.4-2.6 per cent.

• The vast majority of employees in September's settlements were in Quebec (296,958 empls. at 0.0 %). In other regions, 1,825 employees in Atlantic Canada gained an average increase of 2.0 per cent; Ontario employees (14,729) averaged 2.0 per cent; Prairie region employees (10,019) averaged 0.3 per cent; B.C. employees (8,292) averaged 1.3 per cent and Federal Jurisdiction employees (4,215) averaged 2.2 per cent.

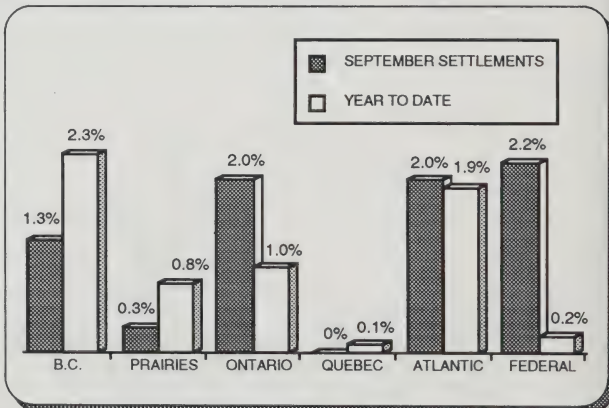
Base rate increases from major settlements



Base rate increases in September settlements by public/private sector



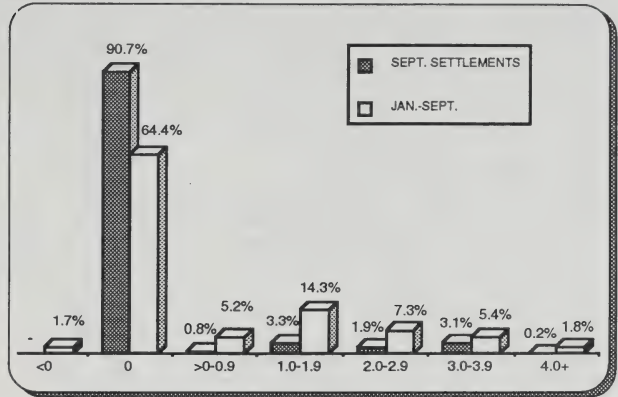
Base rate increases in September settlements by region/jurisdiction



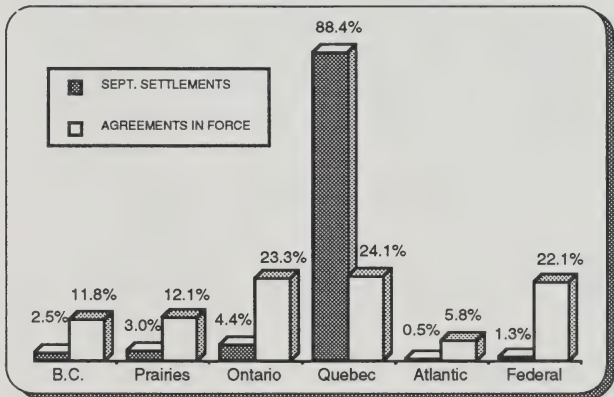
• Approximately two-thirds of employees covered by settlements reached so far in 1993 were subject to a wage freeze or rollback. In September, the incidence of wage freezes or cuts climbed to almost 91% of employees as a consequence of the settlements in the Quebec public and para-public sectors.

• Between January and September 1993, 19.5% of employees were covered by settlements providing from 0.1 per cent to just under 2.0 per cent. The corresponding figure for September alone is 4.1 per cent. Similarly, wage adjustments of 2.0 per cent or more applied to 14.5% of employees reaching a settlement in the first nine months of 1993, and to 5.2% of employees under September settlements.

Percentage distribution of employees in September settlements by size of base rate increases



Percentage distribution of employees in September settlements by region/jurisdiction

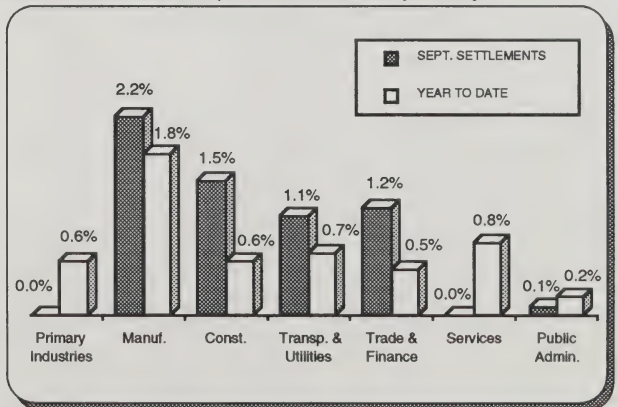


• Contracts in Quebec accounted for 88.4% of all employees in September settlements, compared to a 24.1 per cent employee representation in agreements in force. All other regions/jurisdictions were vastly under-represented in September's settlements, when compared to the universe of agreements in force.

• Wage increases by industry for the month of September were as follows:

Primary Industries	0.0%	1,400 empls.
Manufacturing	2.2%	16,245 empls.
Construction	1.5%	670 empls.
Transp., Comm. & Utilities	1.1%	14,703 empls.
Trade	1.2%	3,250 empls.
Services	0.0%	233,125 empls.
Public Admin.	0.1%	66,645 empls.

Base rate increases in September settlements by industry



MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustments	Duration (Months)	Expiry date
Primary Industries (1 agreement)	1 400	0.0	0.0	36.0	
INCO Ltd., mining empls., Thompson, (Man.)	1 400	0.0*	0.0	36	96-09-15
Manufacturing (12 agreements)	16 245	2.2	2.2	34.9	
Cominco, plant empls., Trail, Kimberley (B.C.) (2 agts.)	1 500	0.0*	0.0	32	95-05-31
Dairyworld Foods, production empls., Burnaby (B.C.)	1 225	1.0	0.0	36	96-03-31
Cleyn & Tinker Inc., production empls., Huntingdon (Ont.)	515	2.2*	1.8	36	96-05-05
Chrysler Canada Ltd., production empls., Ajax, Windsor, Bramalea (Ont.) (3 agts.)	9 215	3.0*	1.4	36	96-09-14
UTDC, production empls., Thunder Bay (Ont.)	500	2.1*	2.1	36	96-05-31
Abitibi-Price, mill empls., Kenogami (Que.)	550	0.8	0.0	36	96-04-30
Rolls Royce Canada, production empls., Lachine (Que.)	610	2.7	2.0	36	96-04-06
Macdonald RJR Inc., production empls., Montreal (Que.)	680	2.5	3.0	24	95-04-30
Corner Brook Pulp & Paper, mill employees (Nfld.)	550	0.8	0.0	36	96-05-31
Construction (1 agreement)	670	1.5	2.3	24.0	
Alberta Rdbuild. & Heavy Const., oper.eng., (prov.-wide)	670	1.5	2.3	24.0	95-05-31
Transportation & Communication (9 agreements)	14 703	1.1	0.6	27.8	
CBC, production & office empls., Canada-wide (2 agts.)	2 029	2.0	2.0	12	93-05-02
Urgence Santé, ambulance tech., drivers (Que.)	3 000	0.0	0.0	24	95-06-30
STCUM, bus drivers, Montreal (Que.)	4 080	1.6*	0.0	36	97-01-11
STCUM, mechanics & maint. empls., Montreal (Que.)	2 100	0.0	0.0	24	95-01-10
STCUM, office empls., Montreal (Que.)	575	1.3*	0.0	36	97-01-11
STCUQ, bus drivers, Quebec (Que.)	733	0.0	0.0	24	94-06-30
Maritime Telegraph & Telephone, plant & office empls. (N.S.) (2 agts.)	2 186	2.6*	2.0	34-36	95-10-28
Trade & Finance (3 agreements)	3 250	1.2	1.0	23.8	
Saskatchewan Crop Ins. Corp., office empls., Regina (Sask.)	600	0.8	0.0	36	94-12-31
Quebec Liquor Board, office empls., (prov.-wide)	2 000	0.0	0.0	24	95-06-30
Nova Scotia Liquor Comm., retail empls., prov.-wide	650	5.0	5.0	12	94-08-31
Community, Business & Personal Services (45 agreements)	233 125	0.0	0.0	19.7	
Brd. Sch. Trustees No. 34, teachers, Abbotsfield (B.C.)	760	1.8	1.0	24	94-06-30
Brd. Sch. Trustees No. 41, teachers, Burnaby (B.C.)	1 110	1.4	0.0	36	95-06-30
Brd. Sch. Trustees No. 44, teachers, N. Vancouver (B.C.)	932	1.5	0.0	36	95-06-30
Brd. Sch. Trustees No. 68, teachers, Nanaimo (B.C.)	765	1.3	0.0	36	95-06-30
Parkland Sch. District No. 31, teachers (Alta.)	550	1.2	2.0	24	94-08-31
Univ. of Alberta, office empls., Edmonton (Alta.)	3 400	0.0	0.0	12	94-03-31
London Brd. of Educ., teachers (Ont.)	1 780	0.0	0.0	24	94-08-31
Northumberland/Newcastle Brd. Educ., teachers (Ont.)	928	0.0	0.0	24	94-08-31
Essex County Brd. of Educ., teachers (Ont.)	520	1.5	1.3	24	94-08-31
Ottawa-Carleton Brd. Educ. (french), teachers (Ont.)	686	0.0	0.0	48	96-08-31
York University, office, tech. empls., Toronto (Ont.)	1 100	0.0	0.0	31	96-03-31
University of Montreal, academic staff, Montreal (Que.)	1 575	0.0	0.0	24	95-05-31
University of Montreal, office empls., Montreal (Que.)	2 200	0.0	0.0	12	94-11-30
Government of Quebec, educ. sector empls., teachers, support staff, maint. empls. (prov.-wide) (13 agts.)	106 881	0.0	0.0	12-24	95-06-30
Government of Quebec, health sector empls., nurses, office & technical empls. (prov.-wide) (18 agts.)	109 313	0.0	0.0	12-24	95-06-30
General Hosp. & Sch. of Nursing, nurses, (P.E.I.)	625	0.0	0.0	24	95-12-31

MAJOR SETTLEMENTS REACHED IN SEPTEMBER (cont'd)

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (Months)	Expiry date
Public Administration (10 agreements)	66 645	0.0	0.0	19.7	
Vancouver Police Board, police officers, Vancouver (B.C.)	1 100	3.7	4.0	36	94-12-31
City of Regina, outside workers, Regina (Sask.)	1 108	0.5	0.0	36	94-12-31
Government of Quebec, public service empls., professional, & maint. empls. (prov-wide) (3 agts.)	52 296	0.0	0.0	24	95-06-30
Quebec City, outside workers, Quebec (Que.)	525	0.0	0.0	24	94-12-31
City of Montreal, inside & outside workers (Que.) (2 agts.)	7 665	0.0	0.0	24	94-12-31
City of Montreal, firefighters, Montreal (Que.) (2 agts.)	1 660	0.0	0.0	24	95-12-31
Agreements with COLA (12 agreements)	20 971	2.0	1.7	35.4	
Agreements without COLA (69 agreements)	315 067	0.1	0.1	20.9	
All agreements (81 agreements)	336 038	0.2	0.2	21.8	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1992				1993				1993			Year to Date
	3	4	1	2	3	Jul	Aug	Sep	Jul	Aug	Sep	
All Industries/Jurisdictions												
Average Annual Increase	5.6	3.6	2.1			3.2	1.9		2.2	1.4	0.2	0.6
Non-COLA	6.1	3.4	2.0			2.9	1.8		2.3	0.4	0.1	0.5
COLA	5.1	4.6	2.6			3.7	2.1		1.5	4.7	2.0	2.1
First Year Increase	5.9	3.6	2.0			3.2	1.5		2.7	0.9	0.2	0.5
Non-COLA	6.4	3.3	1.9			2.6	1.5		3.0	- 0.1	0.1	0.4
COLA	5.3	5.0	2.4			4.5	1.6		1.0	4.2	1.7	1.7
Industries												
Primary Industries	5.5	4.4	2.6			2.4	2.4		1.3	-	0.0	0.6
Manufacturing	5.0	3.7	2.2			2.9	2.4		1.2	1.4	2.2	1.8
Construction	6.1	5.3	3.1			2.9	3.0		2.5	2.0	1.5	0.6
Transp. & Communication	5.6	3.5	2.7			3.3	1.4		0.6	-	1.1	0.7
Trade-Finance	6.7	4.3	2.4			2.9	1.9		-	0.9	1.2	0.5
Services	5.5	3.8	1.7			2.7	1.8		2.7	3.2	0.0	0.8
Public Administration	6.1	3.0	2.3			4.3	1.5		0.2	0.0	0.1	0.2
Jurisdictions												
Newfoundland	7.0	2.1	0.1			-	0.0		1.3	-	0.8	0.1
Prince Edward Island	5.8	7.2	0.3			0.0	0.2		-	-	0.0	0.0
Nova Scotia	5.4	0.5	1.8			2.8	2.2		4.4	6.0	5.0	5.7
New Brunswick	6.2	2.3	1.6			-	2.1		2.7	-	-	2.8
Quebec	4.8	3.1	1.1			2.2	1.5		3.0	1.3	0.0	1.0
Ontario	6.5	5.7	2.4			2.6	1.9		0.4	- 0.3	2.0	1.0
Manitoba	5.2	2.4	2.4			2.6	1.8		3.8	-	0.0	0.9
Saskatchewan	3.9	4.4	3.3			3.7	2.2		0.8	2.0	0.6	1.1
Alberta	5.6	5.3	3.6			2.8	2.2		1.5	0.9	0.2	0.7
British Columbia	7.0	5.0	3.5			3.9	2.9		2.9	1.4	1.3	2.3
Multi-Province	6.6	5.1	3.4			3.7	3.3		3.0	3.9	-	3.4
Federal Jurisdiction	5.4	2.4	2.8			3.4	1.0		0.0	0.4	2.2	0.2
Public Sector	5.6	3.4	2.0			3.4	1.7		2.5	1.5	0.1	0.6
Private Sector	5.7	4.2	2.5			3.0	2.1		0.8	1.4	1.8	0.9

OTHER INDICATORS

(year-over-year percentage change)

	1992				1993				1993			Year to Date
	3	4	1	2	3	Jul	Aug	Sep	Jul	Aug	Sep	
Union Wage Rate Index												
Average Weekly Earnings	5.4	5.4	3.5			3.5	3.3		2.5	2.5	2.5	2.7
All Industries	5.0	4.7	2.1			1.3	0.9		1.9			
Manufacturing	5.2	4.8	3.9			3.4	2.4		2.8			
Consumer Price Index	4.8	5.6	1.5			1.2	1.8		1.6	1.7	1.9	1.8

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Navistar International	CAW	1 280	October 93
•Ford Motor Co. of Canada	CAW	11 800	October 93

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post	APOC, PSAC	7 300	Bargaining	June-Sept. 93
•Canadian Broadcasting Corp.	various unions	6 200	Barg./Conc.	May 92
•Govt. of Alberta	Alta. Union of Provincial Employees	6 284	Bargaining	March 92
•Alberta School Boards	Alberta Teachers' Assn.	11 091	Bargaining	August 93
•Alberta Health Care	various unions	11 260	Barg./Med.	March 93
•Sask. Assn. of Health Orgs.	CUPE, SEIU	11 400	Barg./Conc.	December 91
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Bargaining	Mar./Sept./Oct. 93
•Government of Quebec	various unions	85 000	Barg./Leg.	June 93
•Quebec Municipal Sector	various unions	6 000	Barg./Leg.	varies
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93
Private Sector				
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	11 680	Barg/Con/WS	Apr.-Aug. 93
•Pipe Line Contractors' Assn.	Teamsters	700	Mediation	April 93
•Air Canada	CAW, CUPE	5 900	Barg./Conc.	Sept.-Oct. 93
•B.C. Hydro	Office Employees Union	2 500	Barg./Conc.	March 93
•B.C. Rail	various unions	1 600	Mediation	December 92
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Conciliation	December 92
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Bargaining	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•IPSCO (Sask., Alta.)	Steelworkers	1 100	Bargaining	October 93
•Hudson Bay Mining & Smelting	Steelworkers	1 410	Bargaining	September 93
•Ontario Brewery Industry	various unions	6 600	Bargaining	December 93
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Iron Ore Co. (Nfld.)	Steelworkers	1 200	Bargaining	February 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•CN, CP, Via Rail	various unions	40 000	December 93
•Bell Canada	various unions	20 670	Nov. / Dec. 93
•Hydro Quebec	CUPE	16 200	December 93
•Quebec Construction Trades	various unions	57 280	December 93

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by Labour Canada's Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

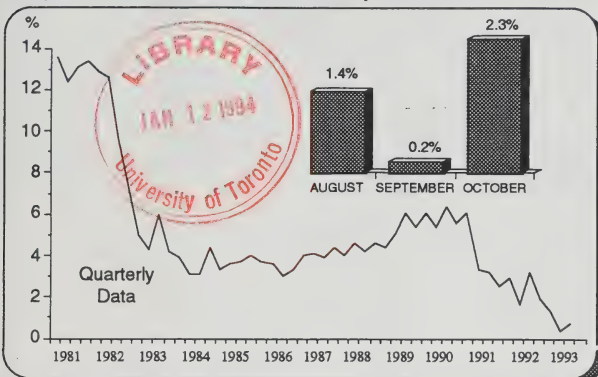
Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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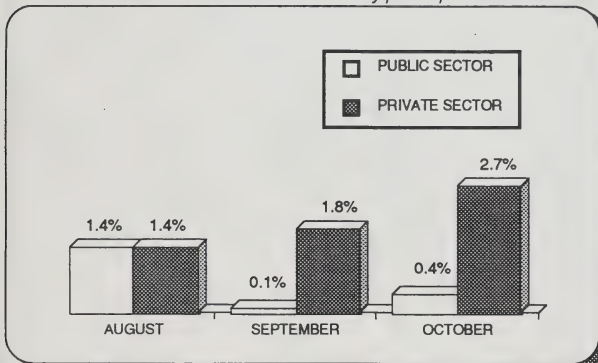
THE WAGE SETTLEMENTS BULLETIN

December 1993
Volume 4, Issue 12

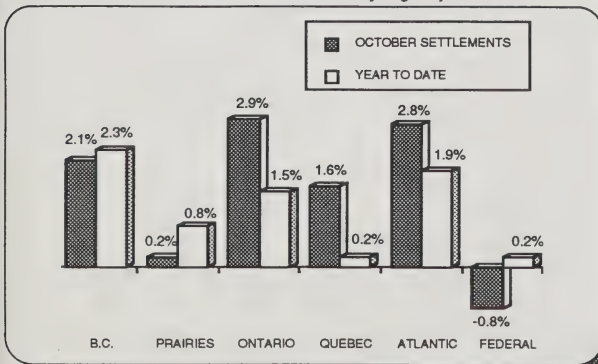
Perspective on base rate increases from major settlements



Base rate increases in October settlements by public/private sector



Base rate increases in October settlements by region/jurisdiction



Le Bulletin est également disponible en français.

OCTOBER 1993

•Wage increases from major collective bargaining settlements reached in the month of October averaged 2.3 per cent over the contract term, up from 1.4 per cent in August and 0.2 per cent in September. This results in a cumulative average for the year-to-date of 0.8 per cent, which is leading to the lowest yearly average since the inception of the wage series in 1978.

•The October data are based on a review of the 31 settlements reached in the month and cover 93,633 employees. When the parties to these settlements previously negotiated - with contract durations averaging 35 months - the resulting wage increases were significantly higher at 4.3 per cent, compared to the 2.3 per cent in their October, 1993, settlements.

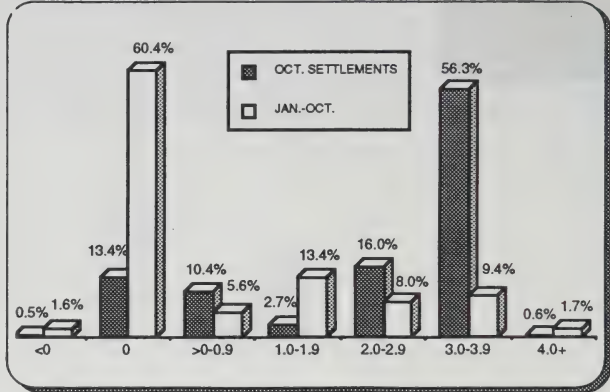
•Private sector wage increases averaged 2.7 per cent in 17 agreements covering 77,927 employees - the highest private sector monthly average since September, 1992. This figure was affected by three factors - there was only 1 rollback (0.8 per cent), which involved 500 drivers with the Quebec Trucking Association, there were no wage freezes, and 51,440 employees (67 per cent of total) with Ford and General Motors settled for 3.0 to 3.1 per cent in 8 agreements. Other settlements contributing to the higher October monthly average involved 720 electrical employees with the Construction Management Bureau on Mainland Nova Scotia who received 2.8 per cent, 12,000 guards with the Security and Investigations Agency in Quebec who received 2.7 per cent, 1,280 production employees of Navistar International Corporation in Chatham, Ontario, who settled at 3.2 per cent, and 2,300 retail employees of Westfair Foods Ltd. in Vancouver who signed for 2.5 per cent.

•Public sector wage increases averaged 0.4 per cent for 15,706 employees in 14 agreements, higher than the 0.1 per cent in September but lower than the 1.4 per cent in August. In October, approximately 80 per cent of public sector employees (12,515) received wage freezes in 11 agreements in Quebec, Ontario and Alberta. The remaining 3 agreements involved the Montreal Urban Community, who settled 2 agreements with 600 school crossing guards - a 12-month settlement averaging 4.5 per cent and a 36-month contract providing 0.7 per cent - and the British Columbia Hydro and Power Authority who settled with 2,000 utility workers at an average annual wage increase of 1.6 per cent.

•The vast majority of the 93,633 employees involved in October's settlements were in Ontario (51,795 employees) and Quebec (33,535 employees), in which settlements were reached averaging 2.9 per cent and 1.6 per cent respectively. Average wage increases in other jurisdictions are based on few October settlements, and should be interpreted accordingly.

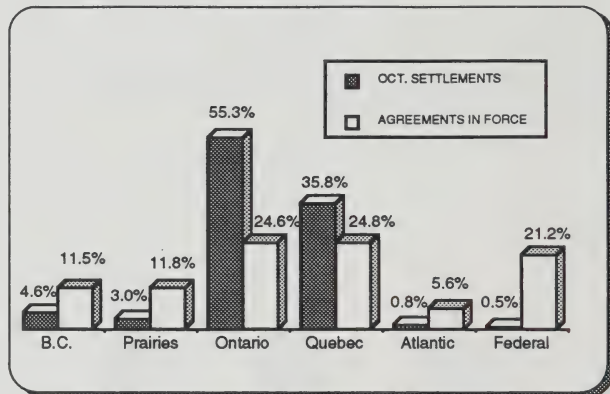
• Approximately 62 per cent of employees covered by settlements reached so far in 1993 were subject to rollbacks or wage freezes. In October, this figure dropped to about 14 per cent, largely because of fewer legislated contracts in the public and parapublic sectors. Between January and October, 19.0 per cent of employees were covered by settlements providing from 0.1 per cent to just under 2.0 per cent. The corresponding figure for October alone is just over 13.0 per cent. Similarly, wage adjustments of 2.0 per cent or more applied to more than 19 per cent of employees reaching a settlement in the first ten months of 1993. Because of the Chrysler contracts, the proportion of employees receiving wage increases of 2 per cent or more jumped to almost 73 per cent in October.

Percentage distribution of employees in October settlements by size of base rate increases



• Contracts in Ontario accounted for 55.3 per cent of all employees in October, compared to a 24.6 per cent employee representation in agreements in force. Quebec accounted for 35.8 per cent of all employees, compared to a 24.8 per cent representation in agreements in force. All other regions/jurisdictions were vastly under-represented in October's settlements, when compared to the universe of agreements in force.

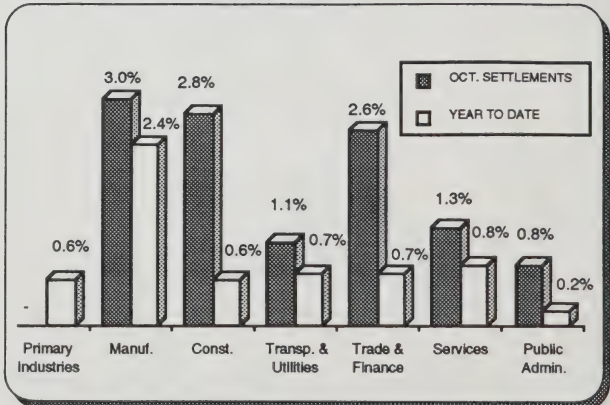
Percentage distribution of employees in October



• Wage settlement increases by industry for the month of October were as follows:

Manufacturing	3.0%	53,454 empls.
Construction	2.8%	720 empls.
Transp., Comm. & Util.	1.1%	2,500 empls.
Trade	2.6%	2,814 empls.
Services	1.3%	30,295 empls.
Public Admin.	0.8%	3,850 empls.

Base rate increases in October settlements by industry



MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Manufacturing (11 agreements)	53 454	3.0	3.2	35.9	
Winnipeg Free Press, reporters & office empls., (Man.)	550	1.0	0.0	24	95-09-30
Domtar Ltd., production empls., Windsor (Que.)	700	0.7	0.0	36	96-04-30
Navistar Int'l Corp., production empls., Chatham (Ont.)	1 280	3.2*	3.7	36	96-10-24
Ford Motor Co., production empls., Oakville (Ont.)	10 838	3.0*	3.2	36	96-09-14
General Motors Canada, prod. empls., Boisbriand (Que)	3 458	3.0*	3.2	36	96-09-14
General Motors Canada, production empls., Oshawa & various locations (Ont.) (6 agts.)	36 628	3.0*	3.2	36	96-09-14
Construction (1 agreement)	720	2.8	0.0	36	
Constr. Mgt. Bureau, electricians, Mainland (N. S.)	720	2.8	0.0	36	95-04-30
Transp., Comm., & Utilities (2 agreements)	2 500	1.1	-0.5	31.2	
B.C. Hydro, utility workers, (B.C.)	2 000	1.6	1.0	30	95-09-30
Quebec Trucking Assn., drivers, Montreal (Que.)	500	-0.8*	-6.5	36	96-09-30
Trade & Finance (2 agreements)	2 814	2.6	2.8	45.8	
Westfair Foods Ltd., retail empls., Vancouver (B.C.)	2 300	2.5	2.7	48	97-02-09
General Motors Canada, service empls., Woodstock (Ont.)	514	3.1*	3.3	36	96-09-14
Community, Business & Personal Services (9 agreements)	30 295	1.3	1.0	29.8	
Red Deer Pub. Sch. Dist. 104, teachers, (Alta)	558	0.0	0.0	12	94-08-31
N. Cent. Alta. Sch. Assn., teachers, Barrhead (Alta)	798	0.0	0.0	12	94-08-31
Government of Alta., medical-rehab. empls., (Alta)	878	0.0	0.0	24	94-03-31
Wentworth Cty. Bd. of Educ., teachers, (Ont.)	783	0.0	0.0	24	94-08-31
Dufferin-Peel RCSS Bd., teachers, (Ont.)	1 200	0.0	0.0	36	95-08-31
Security Invest. Agency, sec. guards, prov-wide (Que)	12 000	2.7	2.6	36	96-09-30
Que. Bldg. Maintenance Assn., maint. empls., (Que)	8 439	0.9	0.0	28	96-06-03
Health Sector Lab. Rel. Assn., technicians (Que.)	3 839	0.0	0.0	24	95-06-30
Laval University, office empls. (Que.)	1 800	0.0	0.0	24	94-11-30
Public Administration (6 agreements)	3 850	0.8	1.0	25.3	
Reg. Municipality of Durham, inside empls. (Ont.)	550	0.0	0.0	33	96-03-31
Quebec City, inside empls. (Que.)	700	0.0	0.0	24	95-12-31
City of Laval, outside empls. (Que.)	700	0.0	0.0	24	95-12-31
MUC, school cross. guards, Montreal (Que.) (1st renewal agt.)	600	4.5	4.5	12	92-08-14
MUC, school cross. guards, Montreal (Que.) (2nd renewal agt.)	600	0.7	2.0	36	95-03-31
Société Immobilière du Que., office empls. (Que)	700	0.0	0.0	24	95-06-30
Agreements with COLA (11 agreements)	53 218	3.0	3.2	36.0	
Agreements without COLA (20 agreements)	40 415	1.4	1.1	30.6	
All agreements (31 agreements)	93 633	2.3	2.2	33.7	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1990	1991	1992	1992				1993				1993			
				Year to				Year to				Year to			
				3	4	1	2	3	4	1	2	3	4	1	2
All Industries/Jurisdictions															
Average Annual Increase	5.6	3.6	2.1	3.2	1.9	1.3	0.4	0.7	0.8	0.4	0.4	0.4	1.2	0.8	1.4
Non-COLA	6.1	3.4	2.0	2.9	1.8	1.2	0.3	0.5	0.5	0.3	0.3	0.4	1.2	0.2	0.4
COLA	5.1	4.6	2.6	3.7	2.1	2.1	1.4	2.8	2.4	1.8	1.4	4.7	1.4	3.1	4.7
First Year Increase	5.9	3.6	2.0	3.2	1.5	0.7	0.2	0.7	0.6	0.2	1.1	0.9	1.1	0.7	0.9
Non-COLA	6.4	3.3	1.9	2.6	1.5	0.7	0.2	0.5	0.4	0.1	1.2	-0.1	1.2	0.1	-0.1
COLA	5.3	5.0	2.4	4.5	1.6	1.8	0.9	2.4	2.2	1.6	0.8	4.2	0.8	3.0	4.2
Industries															
Primary Industries	5.5	4.4	2.6	2.4	2.4	-	0.7	0.4	0.6	1.3	0.7	-	0.7	0.0	-
Manufacturing	5.0	3.7	2.2	2.9	2.4	2.4	1.6	1.9	2.4	2.2	1.4	1.4	1.4	2.7	1.4
Construction	6.1	5.3	3.1	2.9	3.0	3.2	0.4	2.1	0.6	0.0	1.7	2.0	1.7	2.1	2.0
Transp. & Communication	5.6	3.5	2.7	3.3	1.4	0.8	0.9	0.4	0.7	0.8	0.8	-0.5	0.8	0.4	-0.5
Trade-Finance	6.7	4.3	2.4	2.9	1.9	-0.4	1.5	1.0	0.7	-0.4	1.3	0.9	1.2	1.2	0.9
Services	5.5	3.8	1.7	2.7	1.8	1.6	0.7	0.7	0.8	1.4	1.4	3.1	0.0	0.4	3.1
Public Administration	6.1	3.0	2.3	4.3	1.5	2.2	0.1	0.1	0.2	0.2	0.7	0.0	0.1	0.1	0.0
Jurisdictions															
Newfoundland	7.0	2.1	0.1	-	0.0	-	0.0	1.1	0.1	1.3	0.0	-	0.0	0.8	-
Prince Edward Island	5.8	7.2	0.3	0.0	0.2	-	-	0.0	0.0	-	-	-	-	0.0	-
Nova Scotia	5.4	0.5	1.8	2.8	2.2	2.7	6.2	5.8	5.6	-	5.4	6.0	5.0	2.8	6.0
New Brunswick	6.2	2.3	1.6	-	2.1	3.7	2.5	2.7	2.8	-	2.6	-	-	-	-
Quebec	4.8	3.1	1.1	2.2	1.5	-0.1	0.3	0.1	0.2	0.0	1.0	1.3	0.0	0.2	1.3
Ontario	6.5	5.7	2.4	2.6	1.9	1.7	0.8	0.5	1.5	1.3	0.9	-0.3	2.0	2.9	-0.3
Manitoba	5.2	2.4	2.4	2.7	1.8	0.6	1.0	1.5	0.9	1.6	1.0	-	0.0	1.0	-
Saskatchewan	3.9	4.4	3.3	3.7	2.2	1.6	0.9	1.2	1.1	1.6	0.9	2.0	0.6	-	2.0
Alberta	5.6	5.3	3.6	3.7	2.2	0.9	0.6	0.7	0.7	0.6	0.6	0.9	0.2	0.0	0.9
British Columbia	7.0	5.1	3.5	3.9	2.9	1.4	1.9	2.4	2.3	1.7	2.6	1.4	1.3	2.1	1.4
Multi-Province	6.6	6.4	3.4	3.7	3.3	3.0	3.7	3.5	3.4	-	3.3	3.9	3.9	-	3.9
Federal Jurisdiction	5.4	2.4	2.8	3.4	1.0	0.8	0.0	0.7	0.2	0.1	0.1	0.4	2.2	-0.8	0.4
Public Sector	5.6	3.4	2.0	3.4	1.7	1.8	0.3	0.6	0.6	0.4	1.2	1.4	0.1	0.3	1.4
Private Sector	5.7	4.2	2.5	3.0	2.1	0.5	0.8	1.4	1.3	0.4	1.2	1.4	1.8	2.3	1.4

OTHER INDICATORS

(year-over-year percentage change)

	1990	1991	1992	1992				1993				1993			
				Year to				Year to				Year to			
				3	4	1	2	3	4	1	2	3	4	1	2
Union Wage Rate Index															
Average Weekly Earnings	5.4	5.4	3.5	3.5	3.3	3.1	3.0	3.2	3.1	3.1	3.0	3.2	3.0	3.2	3.2
All Industries	5.0	4.7	2.1	1.3	0.9	0.6	1.8	1.6							
Manufacturing	5.2	4.8	3.9	3.4	2.4	2.1	2.6	2.5							
Consumer Price Index	4.8	5.6	1.5	1.2	1.8	2.1	1.7	1.7	1.9	2.0	1.7	1.8	1.9	1.8	1.5

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•J.M. Schneider Inc.	Schneider Employees' Assn.	1 800	November 93
•Government of Quebec	various unions	150 700	November 93
•Domtar Inc.	CEP	1 100	November 93
•Quebec Construction Trades	various unions	57 280	December 93

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Bargaining	May 92
•Canada Post	various unions	17 200	Bargaining	June-Sept. 93
•B.C. Boards of School Trustees	B.C. Teachers' Federation	2 058	Bargaining	June 92
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	3 500	Bargaining	December 93
•Govt. of Alberta	Alta. Union of Provincial Employees	3 997	Bargaining	March 92
•Alberta School Boards	Alberta Teachers' Assn.	7 206	Bargaining	August 93
•Alberta Health Care	various unions	11 260	Barg./Arb.	March 93
•Sask. Assn. of Health Orgs.	CUPE, SEIU	11 400	Barg./Conc.	December 91
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Bargaining	Mar./Sept./Oct. 93
•Government of Quebec	various unions	23 000	Barg./Leg.	June 93
•Hydro Quebec	CUPE	16 200	Bargaining	December 93
•Quebec Municipal Sector	various unions	6 000	Barg./Leg.	varies
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93
Private Sector				
•Bell Canada	various unions	20 670	Bargaining	Nov./Dec. 93
•CN, CP, VIA Rail	various unions	40 000	Bargaining	December 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	7 300	Barg/Con/WSApr.-Aug. 93	
•Air Canada	CAW, CUPE	5 900	Bargaining	Sept.-Oct. 93
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	Bargaining	March 93
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	Bargaining	December 93
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Conciliation	December 92
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Bargaining	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•Hudson Bay Mining & Smelting	Steelworkers	1410	Bargaining	September 93
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Bombardier (Canadair)	IAMAW	3 200	Bargaining	December 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Government of Nova Scotia	N.S. Govt. Empls. Union	1 850	Bargaining	December 93
•Iron Ore Co. (Nfld. & Que.)	Steelworkers	1 400	Bargaining	February 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Sibbec-Dosco (Ont. & Que.)	Steelworkers	2 300	January 94
•Saskatchewan Wheat Pool (Ont., Man., Sask. & B.C.)	Grain Services	1 855	January 94

EXPLANATORY NOTES

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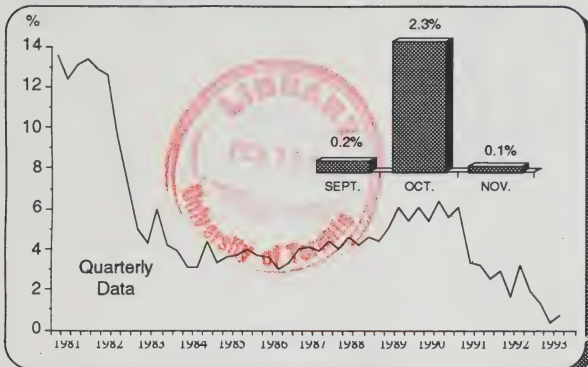
THE WAGE SETTLEMENTS BULLETIN

Includes the 1994 bargaining calendar

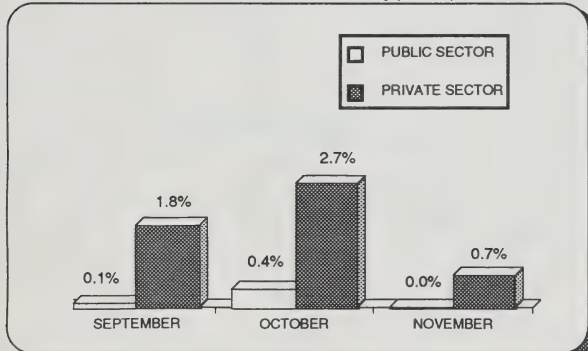
January 1994
Volume 5, Issue 1

NOVEMBER 1993

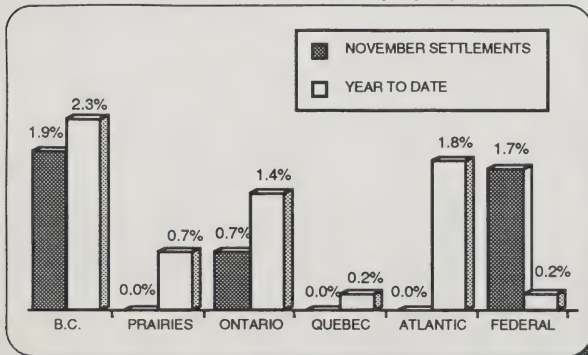
Perspective on base rate increases from major settlements



Base rate increases in November settlements by public/private sector



Base rate increases in November settlements by region/jurisdiction



Le Bulletin est également disponible en français.

•Wage increases from major collective bargaining settlements reached in the month of **November** averaged **0.1 per cent** over the contract term. This figure represents the lowest monthly average since the inception of the wage series in 1978, thus displacing the previous monthly low of 0.2 per cent reached in April and September of 1993. This results in a cumulative figure of 0.7 per cent for year-to-date settlements in 1993, which is leading to surpass the lowest annual percentage increase of 2.1 per cent in 1992.

•The November data are based on a review of the 31 settlements reached in the month and cover 83,532 employees. When the parties to these settlements previously negotiated - with contract durations averaging 17.5 months - the resulting wage increases were significantly higher at 2.2 per cent, compared to the 0.1 per cent in their November, 1993 settlements.

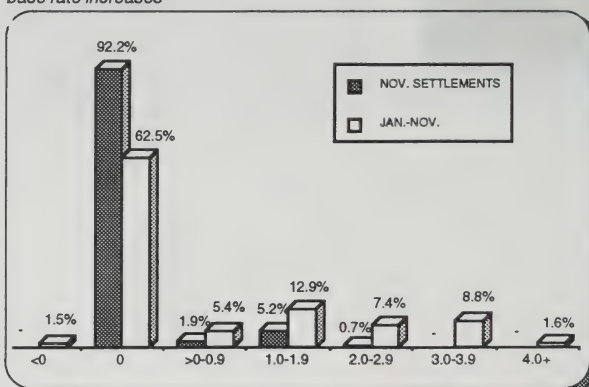
•**Public sector** wage increases averaged **0.0 per cent** in November, the lowest on record, and in fact lower than the 0.4 per cent figure recorded in October and 0.1 per cent in September. There were 24 public sector agreements ratified in November covering 73,207 employees, corresponding to 87.6 per cent of all employees covered this month. Twenty-two of these 24 agreements were subject to a wage freeze including 14 agreements from the Quebec health and education sector. The two agreements that did not freeze wages provided 555 teachers in Alberta with wage gains averaging 1.2 per cent and 740 office employees in the B.C. education sector with increases averaging 1.7 per cent.

•**Private sector** wage increases averaged **0.7 per cent** for 10,325 employees in 7 agreements, significantly lower than the 2.7 per cent recorded in October and the 1.8 per cent in September. Of these agreements, the 2-year Canada Safeway settlement in Manitoba is of particular importance. With a coverage of 4,200 retail employees it represents 40.7 per cent of all employees covered in this sector and it provides for a wage freeze for the term of the agreement.

•The vast majority of the employees involved in November's settlements were in Quebec (15 agreements covering 57,843 employees) and the Prairies (7 agreements covering 16,967 employees), where wage adjustments averaged 0.0 per cent each. In Ontario, 4,667 employees in 5 agreements averaged increases of 0.7 per cent. Average wage increases in other jurisdictions are based on few November settlements, and should be interpreted accordingly.

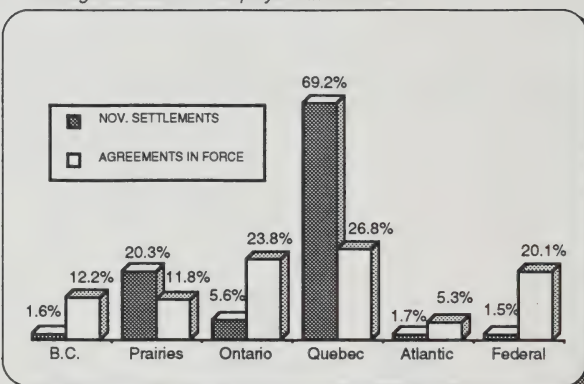
• Approximately 62.5 per cent of employees covered by settlements reached so far in 1993 (year-to-date) were subject to wage freezes. In comparison, 92.2 per cent of employees covered in November settlements were subject to a wage freeze. The November data are largely a result of Quebec public and para-public settlements which account for 69.2 per cent of total employee coverage. Between January and November, slightly more than 18 per cent of employees were covered by settlements providing increases from 0.1 per cent to just under 2.0 per cent. The corresponding figure for November alone is just 7.1 per cent. Similarly, wage adjustments of 2.0 per cent or more applied to almost 18 per cent of employees reaching a settlement between January and November of 1993, but this fell to less than 1 per cent of employees under November settlements.

Percentage distribution of employees in November settlements by size of base rate increases



• Contracts in Quebec accounted for 69.2 per cent of all employees in November, compared to a 26.8 per cent employee representation in agreements in force. The Prairie provinces accounted for 20.3 per cent of all employees in November, compared to a 11.8 per cent representation in agreements in force. All other regions/jurisdictions were vastly under-represented in November's settlements, when compared to the universe of agreements in force.

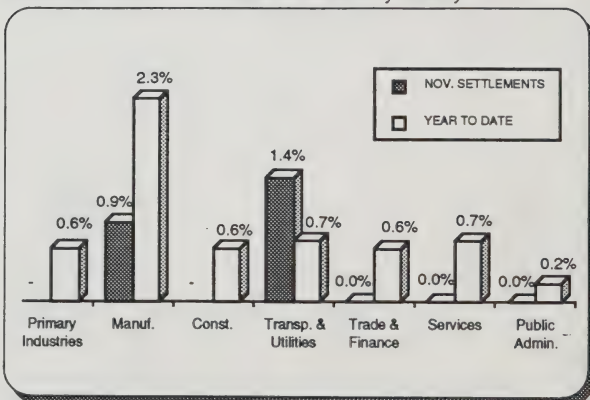
Percentage distribution of employees in November



• Wage increases by industry for the month of November were as follows:

Manufacturing	0.9%	4,250 empls.
Transp., Comm. & Util.	1.4%	2,405 empls.
Trade	0.0%	4,200 empls.
Services	0.0%	68,850 empls.
Public Admin.	0.0%	3,827 empls.

Base rate increases in November settlements by industry



MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Manufacturing (4 agreements)	4 250	0.9	0.0	33.5	
Maple Leaf Foods Inc., production empls., Toronto (Ont)	900	0.0	0.0	24	95-03-31
Domtar, production empls., Cornwall (Ont.)	850	0.8	0.0	36	96-04-30
Schneider JM Inc., production empls., Kitchener (Ont.)	1 800	1.3	0.0	36	96-05-31
C.P. Forest Products, mill empls., Gatineau (Que.)	700	0.8	0.0	36	96-04-30
Transp., Comm., & Utilities (3 agreements)	2 405	1.4	0.5	36.5	
Canpar Transport Ltd., drivers, Canada	1 250	1.7	0.0	42	95-10-31
B.C. Rail Ltd., engineering empls., (B.C.)	625	2.2	2.1	36	95-12-31
South Shore Transp. Corp., bus drivers, Longueuil, (Que.)	530	0.0	0.0	24	94-12-31
Trade & Finance (1 agreement)	4 200	0.0	0.0	24	
Canada Safeway, retail empls., Winnipeg (Man.)	4 200	0.0	0.0	24	95-05-14
Community, Business & Personal Services (20 agreements)	68 850	0.0	0.0	22.8	
Brd. of Sch. Trustees No.36, office empls., Surrey (B.C.)	740	1.7	1.0	24	94-12-31
Rocky View Sch. Brd. Div. 41, teachers, (Alta.)	555	1.2	2.5	24	94-08-31
Brd. of Sch. Trustees No.19, teachers, (Alta.)	5 365	0.0	0.0	12	94-08-13
Brd. of Sch. Trustees No.51, teachers, Lethbridge (Alta.)	500	0.0	0.0	12	94-08-31
Govt. of Alberta, health & therapy empls. (Alta.)	1 750	0.0	0.0	24	94-03-31
Calgary RCSS Dist. 1, teachers, (Alta)	1 852	0.0	0.0	12	94-08-31
Grey County School Brd., teachers, (Ont.)	550	0.0	0.0	36	95-08-31
Cath. Schools Lab. Rel.Assn., support staff, (Que.) (2 agts.)	3 438	0.0	0.0	24	95-06-30
Health & Social Services Lab. Rel. Assn., technical, trades, office empls. & nurses, (7 agts.) (Que.)	50 612	0.0	0.0	24	95-06-30
Colleges Lab. Rel. Brd., support staff (Que.)	748	0.0	0.0	24	95-06-30
University of Sherbrooke, support staff, (Que.)	600	0.0	0.0	24	95-05-31
Laval University, lecturers, Quebec (Que)	700	0.0	0.0	24	96-05-19
Govt. of P.E.I., teachers (P.E.I.)	1 440	0.0	0.0	24	95-06-30
Public Administration (3 agreements)	3 827	0.0	0.0	22.2	
Govt. of Alberta, general & field support, (Alta)	2 745	0.0	0.0	24	94-03-31
Reg. Munic. of Niagara Services Brd. police (Ont.)	567	0.0	0.0	12	93-12-31
Que. Construction Commission, office empls. (Que.)	515	0.0	0.0	24	95-06-30
Agreements with COLA (no agreements)	-	-	-	-	
Agreements without COLA (31 agreements)	83 532	0.0	0.0	23.7	
All agreements (31 agreements)	83 532	0.0	0.0	23.7	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1990	1991	1992	1992				1993				1993			
				Year to				date				Year to			
				3	4	1	2	3	1	2	3	Mar	Jun	Sep	Nov
All Industries/Jurisdictions															
Average Annual Increase	5.6	3.6	2.1	3.2	1.9	1.3	0.4	0.7	0.7			0.4	1.3	0.6	
Non-COLA	6.1	3.4	2.0	2.9	1.8	1.2	0.3	0.5	0.5			0.3	1.0	0.2	0.1
COLA	5.1	4.6	2.6	3.7	2.1	2.1	1.4	2.8	2.4			1.5	2.6	2.7	0.1
First Year Increase	5.9	3.6	2.0	3.2	1.5	0.7	0.2	0.7	0.6			0.1	1.1	0.5	0.0
Non-COLA	6.4	3.3	1.9	2.6	1.5	0.7	0.2	0.5	0.4			0.0	0.9	0.1	0.0
COLA	5.3	5.0	2.4	4.5	1.6	1.8	0.9	2.4	2.2			1.0	2.1	2.7	0.0
Industries															
Primary Industries	5.5	4.4	2.6	2.4	2.4	-	0.7	0.4	0.6			0.7	1.3	0.0	-
Manufacturing	5.0	3.7	2.2	2.9	2.4	2.4	1.6	1.8	2.3			1.8	1.2	2.7	0.9
Construction	6.1	5.3	3.1	2.9	3.0	3.2	0.4	2.1	0.6			0.3	2.0	2.2	-
Transp. & Communication	5.6	3.5	2.7	3.3	1.4	0.8	0.9	0.4	0.7			1.1	0.4	1.2	1.4
Trade-Finance	6.7	4.3	2.4	2.9	1.9	-0.4	1.5	1.0	0.6			-1.3	1.0	1.1	0.0
Services	5.5	3.8	1.7	2.7	1.8	1.6	0.7	0.7	0.7			1.2	1.7	0.1	0.0
Public Administration	6.1	3.0	2.3	4.3	1.5	2.2	0.1	0.1	0.2			0.1	0.4	0.1	0.0
Jurisdictions															
Newfoundland	7.0	2.1	0.1	-	0.0	-	0.0	1.1	0.1			1.3	0.0	0.8	-
Prince Edward Island	5.8	7.2	0.3	0.0	0.2	-	-	0.0	0.0			-	-	0.0	0.0
Nova Scotia	5.4	0.5	1.8	2.8	2.2	2.7	6.2	5.8	5.6			-	5.9	3.9	-
New Brunswick	6.2	2.3	1.6	-	2.1	3.7	2.5	2.7	2.8			2.5	2.7	-	-
Quebec	4.8	3.1	1.1	2.2	1.5	-0.1	0.3	0.1	0.2			0.1	1.1	0.2	0.0
Ontario	6.5	5.7	2.4	2.6	1.9	1.7	0.8	0.5	1.4			1.1	0.0	2.6	0.7
Manitoba	5.2	2.4	2.4	2.8	1.8	0.6	1.0	1.5	0.8			1.0	0.8	0.1	0.0
Saskatchewan	3.9	4.4	3.3	3.7	2.2	1.6	0.9	1.2	1.1			1.2	1.0	0.6	0.6
Alberta	5.6	5.3	3.6	2.8	2.2	0.9	0.6	0.7	0.6			0.0	0.4	0.1	0.1
British Columbia	7.0	5.1	3.5	3.9	2.9	1.4	1.9	2.4	2.3			1.8	2.5	1.6	1.9
Multi-Province	6.6	6.4	3.4	3.7	3.3	3.0	3.7	3.5	3.4			-	3.5	-	-
Federal Jurisdiction	5.4	2.4	2.8	3.4	1.0	0.8	0.0	0.7	0.2			0.1	-0.1	1.9	1.7
Public Sector	5.6	3.4	2.0	3.4	1.7	1.8	0.3	0.6	0.5			0.3	1.3	0.1	0.0
Private Sector	5.7	4.2	2.5	3.0	2.1	0.5	0.8	1.4	1.3			0.6	1.2	2.3	0.7

OTHER INDICATORS

(year-over-year percentage change)

	1990	1991	1992	1992				1993				1993			
				Year to				date				Year to			
				3	4	1	2	3	1	2	3	Mar	Jun	Sep	Nov
Union Wage Rate Index															
Average Weekly Earnings	5.4	5.4	3.5	3.5	3.3	3.1	3.0	3.2	3.1			3.1	3.1	3.2	3.2
All Industries	5.0	4.7	2.1	1.3	0.9	0.6	1.8	1.6							
Manufacturing	5.2	4.8	3.9	3.4	2.4	2.1	2.6	2.5							
Consumer Price Index	4.8	5.6	1.5	1.2	1.8	2.1	1.7	1.7	1.9			1.8	1.7	1.9	1.9

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Quebec	QPP Association	4 700	December 93
•Bell Canada	various unions	18 767	December 93
•Iron Ore Co. (Nfld.)	Steelworkers	1 500	December 93

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Bargaining	May 92
•Canada Post	various unions	17 200	Barg./Conc.	June-Dec. 93
•B.C. Boards of School Trustees	B.C. Teachers' Federation	1 333	Bargaining	June 92
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	3 500	Bargaining	December 93
•Govt. of Alberta	Alta. Union of Provincial Employees	3 997	Bargaining	March 92
•Alberta School Boards	Alberta Teachers' Assn.	6 445	Bargaining	August 93
•Alberta Health Care	various unions	3 925	Bargaining	March 93
•Sask. Assn. of Health Orgs.	CUPE, SEIU	6 900	Barg./Conc.	December 91
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Bargaining	Mar./Sept./Oct. 93
•Hydro Quebec	various unions	17 500	Tent. Agts.	December 93
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93

Private Sector

•CN, CP, VIA Rail	various unions	40 000	Barg./Conc.	December 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	6 000	Barg./Conc.	Apr.-Aug. 93
•Air Canada	CAW, CUPE	5 900	Barg./Tent.	Sept.-Oct. 93
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	Mediation	March 93
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	Bargaining	December 93
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Conciliation	December 92
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Bargaining	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•Hudson Bay Mining & Smelting	Steelworkers	1 410	Bargaining	September 93
•Polysar	CBR	1 100	Bargaining	January 94
•Lakehead Terminal Elev. Assn.	TCU	814	Bargaining	January 94
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Bombardier (Canadair)	IAMAW	3 200	Bargaining	December 93
•Sibbec-Dosco (Ont. & Que.)	Steelworkers	2 300	Bargaining	January 94
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Government of Nova Scotia	N.S. Govt. Empls. Union	1 850	Bargaining	December 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Saskatchewan Wheat Pool (Ont., Man., Sask., & B.C.)	Grain Services	1 855	January 94
•Northern Telecom (Ont. & Que.)	various unions	7 510	February 94
•Brunswick Mining & Smelting	Steelworkers	1 100	February

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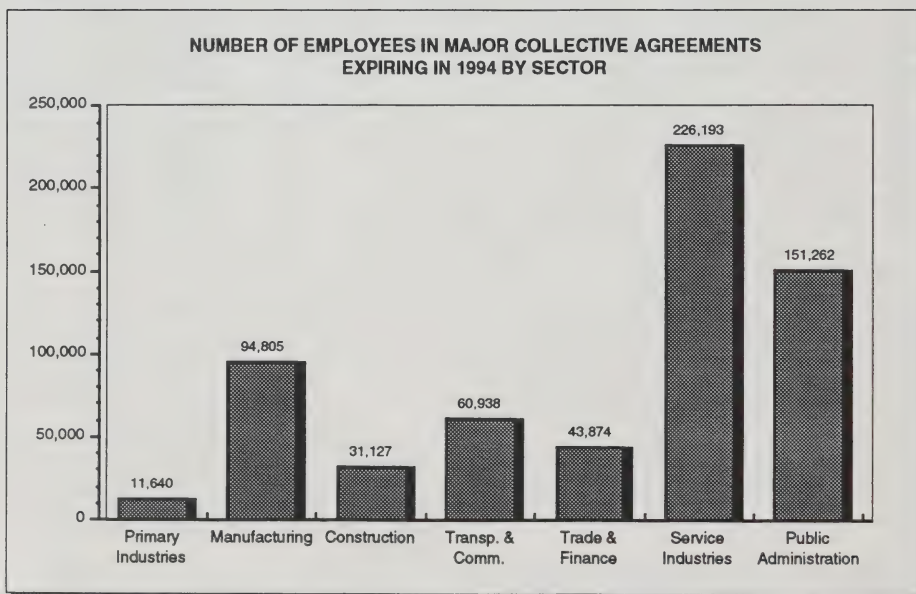
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THE COLLECTIVE BARGAINING CALENDAR IN 1994*

- Approximately 619,800 workers are covered by the 298 agreements scheduled for renegotiations during 1994, a lighter than usual bargaining calendar. Two thirds (about 412,000) of these employees are in the public sector while the rest (207,800 workers) will be covered by private sector negotiations.
- Private sector bargaining includes: B.C. forestry and pulp and paper industry (31,205 employees, April to June); B.C. construction sector (29,827 workers in April); Retail Food (33,548 employees, approximately two thirds of employees in June); and at the following companies or associations: Brunswick Mining and Smelting, Northern Telecom Canada, Molson O'Keefe Brewery, Falconbridge, Inco, De Havilland, Du Pont, General Electric Canada, Polysar Rubber, Sammi Atlas, Toronto Star Newspapers, Lakehead Terminal Elevators Association, Suncor, B.C. Fish Processors Association, Sidbec-Dosco, CP Express and Transport, Saskatchewan Wheat Pool, Unitel Telecommunications and United Parcel Service.
- Public sector negotiations involving education, health, public and para-public workers include 31,680 employees in Newfoundland; 14,680 in Nova Scotia; 16,775 in New Brunswick; 114,254 in Ontario; 41,070 in Manitoba; 27,533 in Saskatchewan; 75,573 in Alberta; 60,245 in British Columbia and 2,240 employees with Marine Atlantic and 741 with the St. Lawrence Seaway Authority.



* This summary is based on information available as of November 1993. Major agreements are those involving 500 or more employees. A summary of key negotiations on the 1993 calendar appears on the page following.

KEY COLLECTIVE BARGAINING NEGOTIATIONS - 1994

Employer and province	No. of empls.	Expiry Month
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NEWFOUNDLAND

Health Services	14,040	March
Education	10,140	March
Government employees	7,500	March
*Fishery Products Intl.	1,750	

NOVA SCOTIA

Nova Scotia Power	1,300	March
Education	10,600	July
Government employees	5,580	March/June
*Sydney Steel	700	
*Government employees	1,850	

NEW BRUNSWICK

Brunswick Mining & Smelting	1,100	Feb.
Education	9,835	Aug.
Health Services	6,000	June
*Nurses	4,200	

QUEBEC

MIL Davie	2,500	Dec.
Molson O'Keefe Brewery	2,000	Dec.
Northern Telecom	4,095	Feb.
Quebec Fashion Apparel Guild	3,500	May
Construction	57,000	Dec.
Quebec Telephone	1,280	Nov.
Corp. of Building Maintenance Emps.	4,169	May
Montreal City & Urban Community	9,095	Nov./Dec.
*Bombardier (Canadair)	3,199	

ONTARIO

Budd Canada	1,020	April
De Havilland	2,071	June
Falconbridge	1,600	Aug.
General Electric Canada Inc.	1,100	Dec.
Inco	6,100	May
Northern Telecom	4,300	Feb.
Polysar and Dow	1,700	Jan.
Toronto Star Newspapers	1,500	Dec.
Ontario Hydro	26,800	March/Dec.
Retail Food Industry	26,908	Jan./Sept.
Education	58,482	March/Oct.
Ont. Council of Teaching Hospitals	2,500	March
City & Metro Toronto	17,895	Jan. & Dec.
*Retail Food Industry	10,700	
*Public Sector	200,000	
*Ontario Brewery Industry	6,500	

MANITOBA

Manitoba Hydro	3,280	June/Dec.
Manitoba Telephone System	2,300	Dec.
Westfair Foods	1,600	May
Manitoba Public Insurance	1,150	Sept.
Manitoba Health Orgs. (nurses)	9,000	Dec.
City of Winnipeg	5,046	Dec.
Government of Manitoba	16,737	Sept.

Employer and province	No. of empls.	Expiry Month
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SASKATCHEWAN

Canada Safeway	1,100	June
SaskPower	1,150	Dec.
Saskatchewan Government Insurance	1,125	Sept.
Education (teachers)	12,000	Dec.
Government of Saskatchewan	10,600	Sept.
*Health Services	7,000	

ALBERTA

Suncor	1,200	May
Alberta Liquor Control Board	1,459	June
Calgary Co-Op	3,200	April
Health Services	20,170	March
Education	9,102	March/Aug.
Government of Alberta	41,374	March
*Health Services	14,000	
*Education	7,206	
*Edmonton Telephone	1,100	
*City of Calgary	4,500	

BRITISH COLUMBIA

Fish Processing	4,300	April
Forestry Industry	31,205	April/June
B.C. Construction	29,827	April
B.C. Ferry	3,805	Oct.
Education	18,470	March/Dec.
Government of British Columbia	29,950	March
Vancouver City (police & fire fighters)	1,860	Dec.
*B.C. Hydro	2,750	
*Highland Valley Copper	1,020	

MORE THAN ONE PROVINCE

Imasco (Que. & Ont.)	1,400	April
Sidbec-Dosco (Que. & Ont.)	2,300	Jan.
IPSCO (Sask. & Alta.)	1,100	Oct.

FEDERAL

CP Express & Transport	3,295	Dec.
Council of Marine Carriers (B.C.)	1,565	Sept.
Lakehead Terminal Elevators (Ont.)	814	Jan.
Marine Atlantic	2,240	Dec.
St. Lawrence Seaway Authority	741	Dec.
Saskatchewan Wheat Pool (Ont., Man., Sask. & B.C.)	1,855	Jan.
Unitel	1,400	June
United Parcel Service	2,100	Feb.
Government of Northwest Territories	3,880	March/Aug.
*AGT	6,000	
*B.C. Longshoremen	4,700	
*B.C. Terminal	700	
*B.C. Tel	11,075	
*CN/CP & Via Rail	40,000	
*Air Canada	3,000	
*CBC	6,200	
*Montreal Longshoremen	900	
*Canada Post	17,200	
*Cape Breton Development Corp.	1,750	
*Government of the Yukon	2,050	

*1993 or earlier expiries where negotiations are expected to be concluded in 1994.



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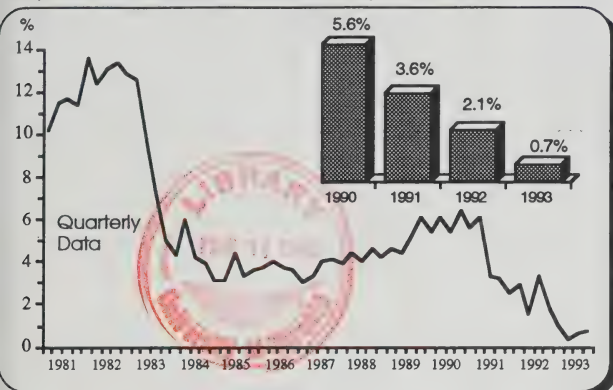
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THE WAGE SETTLEMENTS BULLETIN

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February 1994
Volume 5, Issue 2

Perspective on base rate increases from major settlements



cut (mostly in the public sector), whereas the corresponding proportion in 1992 was only 4.5 per cent. The average wage adjustment of 1993 settlements that did provide for an increase, as opposed to a wage freeze or cut, was 2.1 per cent.

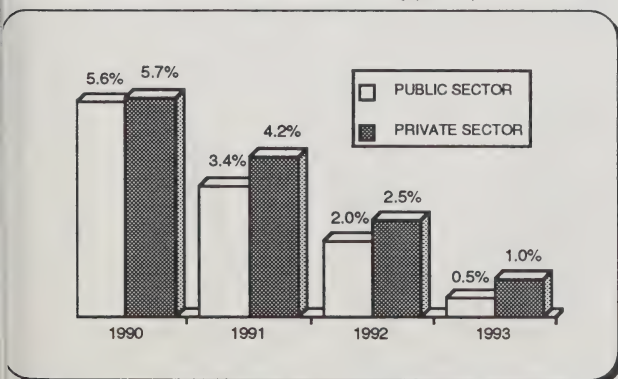
There were 1,414,680 employees covered by the 499 major settlements reached in 1993. When the parties to these agreements last bargained - with contract durations averaging 22 months - the resulting wage increases averaged 2.7 per cent, compared to the 0.7 per cent average in their 1993 settlements.

On a quarterly basis, wage increases fluctuated in 1993 as follows: first quarter, 1.1 per cent; second quarter, 0.4 per cent; third quarter, 0.7 per cent; fourth quarter, 0.8 per cent. Until 1993, the lowest quarter on record had been 1.6 per cent in the second quarter of 1992. The decline in 1993 average wage increases occurred in both the public and private sectors, most major industry groups, and most regions.

Public and Private Sectors at Record Annual Lows of 0.5 and 1.0 Per Cent

With continuing wage restraint by governments, public sector settlements have led the decline, averaging 0.5 per cent in 1993, compared to 2.0 per cent in 1992 and 3.4 per cent in 1991. The 0.5 per cent average for 1993 is the lowest annual public sector figure on record.

Base rate increases in 1990-1993 settlements by public/private sector



ANNUAL REVIEW AND DECEMBER 1993

Wage increases at record low of 0.7 per cent in 1993

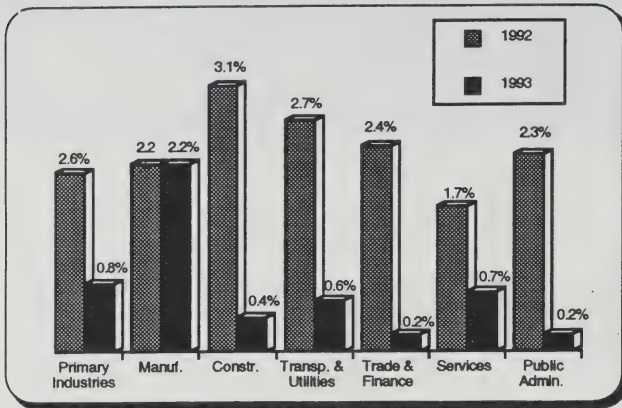
Wage increases from major collective bargaining settlements continued to decline in 1993, averaging 0.7 per cent compared to 2.1 per cent in 1992 and 3.6 per cent in 1991. This represents the lowest annual figure on record and is the second consecutive year that a new record low is reached.

The incidence of agreements providing for no wage increases or wage cuts contributed heavily to the decline in average increases in 1993. In all, close to two-thirds of all employees under settlements reached in 1993 were subject to a wage freeze or

figure on record. The 328 public sector settlements reached in the year covered 987,553 employees (69% of the total number of employees). More than 40% of these employees (425,067) were involved in settlements concluded in the third quarter, with an average increase of 0.6 per cent.

Private sector wage increases were also at a record low in 1993 at 1.0 per cent, significantly lower than the 2.5 per cent in 1992 and 4.2 per cent in 1991. Employee coverage in the 171 private sector settlements reached in 1993 was 427,127. Approximately 42 per cent of private sector employees (180,700) settled agreements in the fourth quarter, with an average wage increase of 1.3 per cent, down slightly from the 1.4 per cent third quarter figure.

Base rate increases in 1992-1993 settlements, by industry



Industry

Wage increases in 1993 were lower than in 1991 and 1992 in all major industry divisions except manufacturing. Increases were lowest in Public Administration and Trade/Finance, where 367,900 and 52,400 employees respectively received 0.2 per cent. The 143,100 employees in Construction received 0.4 per cent in 1993, down significantly from 3.1 per cent in 1992 and 5.3 per cent in 1991. In Transportation and Communication, 124,900 employees received 0.6 per cent in 1993, dropping from 2.7 per cent in 1992 and 3.5 per cent in 1991; and in the Service industries 602,200 employees (42.6 per cent of all employees) received 0.7 per cent, down from 1.7 per cent in 1992 and 3.8 per cent in 1991. The Manufacturing sector, representing 117,900 employees, settled at 2.2 per cent in 1993, the same as the previous year's figure but lower than the 3.7 per cent in 1991.

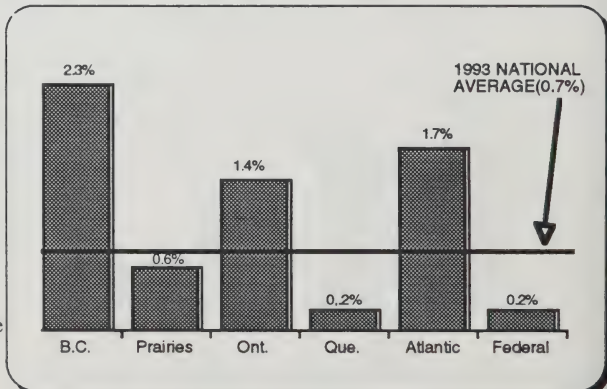
Base rate increases in 1991-1993, by industry

Industry	1991		1992		1993	
	% increase	# of empls.	% increase	# of empls.	% increase	# of empls.
Primary industries	4.4	15,850	2.6	4,338	0.8	6,338
Manufacturing	3.7	81,159	2.2	97,088	2.2	117,945
Construction	5.3	50,175	3.1	104,915	0.4	143,057
Transp., comm. & util.	3.5	122,848	2.7	196,663	0.6	124,878
Trade & Finance	4.3	34,646	2.4	52,018	0.2	52,408
Services	3.8	625,502	1.7	650,716	0.7	602,159
Public Administration	3.0	415,463	2.3	211,924	0.2	367,895
All industries	3.6	1,345,643	2.1	1,317,661	0.7	1,414,680

Regions/Jurisdictions

Wage adjustments were lower in 1993 than in both 1992 and 1991 in all regions except the Atlantic, which was largely influenced by a 6.0 per cent wage increase provided to 10,600 teachers in Nova Scotia. The increase is actually an adjustment which was negotiated in 1991, but subsequently deferred until after a 2-year wage freeze. Like Atlantic Canada, average increases in British Columbia and Ontario were also higher than the national average at 2.3 per cent and 1.4 per cent respectively. Public sector wage restraint programs were significant factors in the 0.2 per cent average annual increase in Quebec and for settlements under Federal jurisdictions, while settlements in the Prairies were just below the national average at 0.6 per cent.

Base rate increases in 1993 settlements by region/jurisdiction



Base rate increases in 1991-1993, by jurisdiction

Jurisdiction	1991		1992		1993	
	% increase	# of empls.	% increase	# of empls.	% increase	# of empls.
Newfoundland	2.1	49,890	0.1	27,460	0.1	36,730
P.E.I.	7.2	6,625	0.3	7,255	0.0	5,565
Nova Scotia	0.5	28,995	1.8	5,225	5.2	17,700
New Brunswick	2.3	44,565	1.6	29,810	2.8	3,050
Quebec	3.1	465,247	1.1	466,998	0.2	558,825
Ontario	5.7	273,137	2.4	346,610	1.4	234,837
Manitoba	2.4	74,951	2.4	18,644	0.8	40,687
Saskatchewan	4.4	10,550	3.3	11,762	1.1	40,189
Alberta	5.3	54,619	3.6	76,914	0.3	101,164
British Columbia	5.1	69,233	3.5	170,316	2.3	102,476
Multi-province	6.4	4,200	3.4	6,720	3.4	3,700
Federal	2.4	263,631	2.8	147,947	0.2	269,737
Canada	3.6	1,345,643	2.1	1,317,661	0.7	1,414,680

Distribution of Employees by Size of Increase

Perhaps the most notable characteristic of 1993 wage settlements has been the number of contracts providing for a wage freeze or cut. Approximately two-thirds of employees covered by agreements reached in 1993 received wage adjustments of 0 per cent or less. There is no other year on record that exhibits an incidence that is even remotely close to this figure. In 1992 for instance, only 4.5 per cent of employees were covered by agreements calling for a wage freeze or cut,

while the proportion was 9.7 per cent in 1991.

A significant proportion of the wage freezes or cuts can be attributed to public sector wage restraint programs across various jurisdictions. Consequently, the public sector accounts for almost 80 per cent of all employees subject to a wage freeze or cut in 1993.

Distribution of employees by size of wage increase

Increase Range	1993			
	# of Agts.	% of Agts.	# of empls.	% of empls.
less than 0%	8	1.6	24,230	1.7
0%	215	43.1	905,259	64.0
>0%-0.9%	54	10.8	77,086	5.4
1.0%-1.9%	108	21.6	176,265	12.5
2.0%-2.9%	75	15.0	159,438	11.3
3.0%-3.9%	27	5.4	51,978	3.7
4.0%-4.9%	8	1.6	6,774	0.5
5.0%-5.9%	2	0.4	1,250	0.1
6.0%-6.9%	2	0.4	12,400	0.9
All Levels	499	100.0	1,414,680	100.0

DECEMBER 1993

•Wage increases from major collective bargaining settlements reached in the month of **December** averaged **0.2 per cent** over the contract term. This figure is up slightly from 0.1 per cent in November but well below the average of 2.2 per cent recorded in October and the 0.7 per cent average for 1993 as a whole.

•The December data are based on a review of the 41 settlements reached in the month and cover 126,836 employees. When the parties to these settlements previously negotiated - with contract durations averaging 18.6 months - the resulting wage increases were significantly higher at 2.4 per cent, compared to the 0.2 per cent in their December, 1993 settlements.

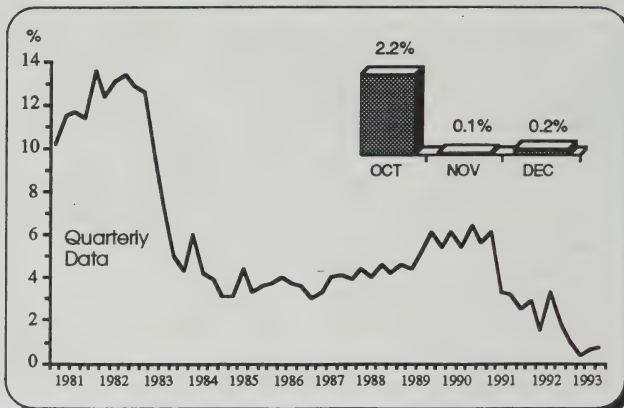
•Public sector wage increases averaged **0.1 per cent** in December, just slightly lower than the **0.2 per cent** figure recorded in the **Private sector**. However, employee coverage in December's settlements was much greater in the private sector with 91,867 workers in 22 agreements corresponding to 62 per cent of all employees covered, whereas in the public sector there were 34,969 employees in 19 agreements. Settlements subject to a wage freeze continued to be an important factor moderating the overall wage rate percentage increase. In the public sector, there were 14 such settlements in December including 4 agreements with the Government of Quebec covering 8,498 public service employees and the Government of P.E.I. covering 3,500 public employees. In the private sector there were 5 settlements subject to a wage freeze including the Quebec Construction decree involving 57,281 construction workers and 2 Bell Canada agreements covering 18,000 employees.

•On a jurisdictional basis, the vast majority of the employees involved in December's settlements were in Quebec providing 77,035 employees with wage gains averaging 0.1 per cent. In the Federal jurisdiction 21,567 employees in 5 agreements averaged wage gains of 0.2 per cent; in Ontario 12,328 employees in 10 agreements averaged increases of 0.5 per cent; in Atlantic Canada 6 agreements provided 8,300 employees with increases averaging 0.7 per cent. In the Prairies (6 agreements covering 5,979 employees) wage adjustments averaged 0.4 per cent and in B.C. (2 agreements covering 1,627 employees) increases averaged 2.3 per cent.

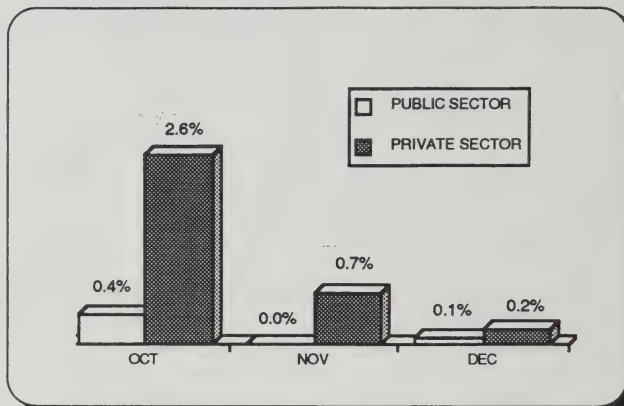
•Wage increases by industry for the month of December were as follows:

Primary	1.4%	1,500 empls.
Manufacturing	1.0%	7,319 empls.
Construction	0.0%	58,381 empls.
Transp., Comm. & Util.	0.1%	20,917 empls.
Services	0.4%	21,509 empls.
Public Admin.	0.2%	17,210 empls.

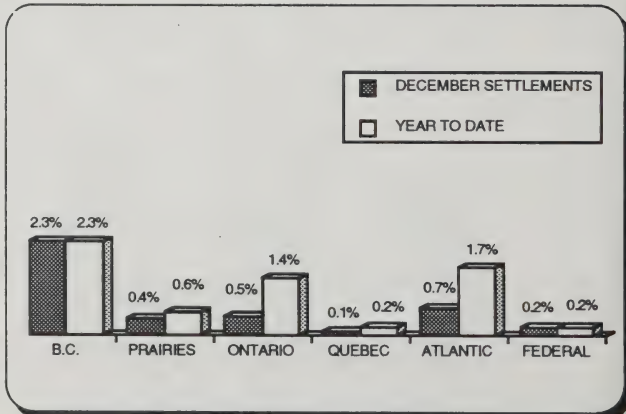
Perspective on base rate increases from major settlements



Base rate increases in December by public / private sectors



Base rate increases in December by region / jurisdiction



MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Primary (1 agreement)	1 500	1.4	1.4	36	
Iron Ore Canada, production empls., Labrador (Nfld.)	1 500	1.4*	1.4	36	96-02-29
Manufacturing (9 agreements)	7 319	1.0	0.7	25.5	
Gainers Inc., production empls., Edmonton (Alta.)	950	0.0	0.0	38	96-12-15
IPSCO Inc., production empls., Regina (Sask.)	700	1.4*	1.4	12	94-10-31
EB Eddy Forest Prod., mill empls., Espanola (Ont.)	518	0.8	0.0	36	96-04-30
Kaufman Footwear, production empls., Kitchener (Ont.)	1 100	2.5	2.5	12	95-01-14
Papiers Scott Ltee, production empls., Hull (Que.)	640	0.8	0.0	36	96-04-30
Tembec Inc., mill empls., Temiscamingue (Que.)	650	0.5	0.0	36	96-09-30
Prevost Car Inc., plant empls., Ste-Claire (Que.)	561	2.8*	2.8	36	97-07-30
Stora Forest Ind., mill empls., Point Tupper (N.S.)	650	0.8	0.0	36	96-05-31
Fishery Prod. Intl., plant & maint. empls. (Nfld.)	1 550	0.0	0.0	13	94-12-31
Construction (3 agreements)	58 381	0.0	0.0	13.2	
Que. Construction Assn., trades, (Que.)	57 281	0.0	0.0	13	94-12-31
Constr. Mgt. Bureau, trades, Cape Breton (N.S.) (2 agts)	1 100	2.2-2.9	2.2-3.0	24	95-06-30
Transp., Comm., & Utilities (5 agreements)	20 917	0.1	0.1	14.9	
Greyhound Ltd., drivers, (System-wide)	1 300	1.2*	0.0	36	96-12-31
Bell Canada, service, maint., office empls. (Ont.) (2 agts)	18 000	0.0	0.0	12	94-11-30
Bell Canada, sales, commun. empls., (Que.)	767	0.3*	0.0	36	96-12-31
Northwestern Utilities, plant empls., Edmonton (Alta.)	850	1.5	1.5	24	94-12-31
Community, Business & Personal Services (16 agreements)	21 509	0.4	0.1	27.3	
Brd. of Sch. Trustees No.68, office empls., Nanaimo (B.C.)	527	2.2	0.7	24	95-03-31
White Spot, restaurant empls., Vancouver (B.C.)	1 100	2.4	2.0	30	96-01-15
Alta Healthcare Assn., non-medical empls., Calgary (Alta.)					
Strathcona Cty Sch. Dist. 20, teachers, (Alta.)	784	0.0	0.0	35	96-08-31
Metro Sep. Sch. Brd., teachers, Toronto (Ont.) (2 agts)	6 571	0.0	0.0	24	95-08-31
Durham Brd. of Educ., maint. empls., (Ont.)	593	0.0	0.0	36	96-03-31
Leeds-Grenville Brd. Educ., teachers, Brockville (Ont.)	530	-0.3	-0.8	36	96-08-31
Extendicare Health Serv., non-medical empls., (Ont.)	1 073	1.0	1.0	12	93-12-31
Reg. Munic. of Durham, non-med. empls., Whitby (Ont.)	675	0.0	0.0	39	96-03-31
Cara Operations, service empls., Toronto (Ont.)	650	2.0	0.0	54	96-07-12
Health & Social Services Lab. Rel. Assn., teachers (Que.)	3 641	0.0	0.0	24	95-06-30
Govt. of Quebec, professors (Que)	895	0.0	0.0	24	95-06-30
Concordia University, faculty, (Que.)	600	0.0	0.0	24	95-05-31
CP Hotels Corp., service empls., Montreal (Que)	500	1.3	0.0	36	96-06-30
Purolator Courier, courriers (Que.)	1 500	2.0	0.0	36	95-12-31
Public Administration (7 agreements)	17 210	0.2	0.0	25.5	
City of Edmonton, police, (Alta.)	1 045	0.0	0.0	21	94-12-24
City of Ottawa, firefighters (Ont.)	618	1.2	1.0	24	93-12-31
Montreal Urban Community, police (Que.)	4 514	0.0	0.0	24	94-12-31
Govt. of Quebec, correct. serv. empls., (Que.)	1 733	0.0	0.0	24	95-06-30
Govt. of Quebec, police (SQ), (Que.)	4 700	0.4	0.0	30	95-06-30
Govt. of Quebec, engineers, (Que.)	1 100	0.0	0.0	24	95-06-30
Govt. of P.E.I., public service empls., (P.E.I.)	3 500	0.0	0.0	24	95-03-31
Agreements with COLA (5 agreements)	4 828	1.3	1.0	32.5	
Agreements without COLA (36 agreements)	122 008	0.2	0.1	18.0	
All agreements (41 agreements)	126 836	0.2	0.1	18.5	

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Air Canada	CAW	3 370	January 94
•Govt. of Alberta	Alta. Union of Provincial Employees	3 997	February 94
•Sask. Assn. of Health Orgs.	CUPE, SEIU	9 500	January 94
•Hydro Quebec	Engineers	1 500	February 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Bargaining	May 92
•Canada Post	various unions	17 200	Barg./Conc.	June-Dec. 93
•City of Vancouver	CUPE & Vancouver Mun. & Reg. Empls.	3 500	Bargaining	December 93
•Alberta School Boards	Alberta Teachers' Assn.	6 445	Bargaining	August 93
•Alberta Health Care	various unions	11 260	Bargaining	March 93
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Bargaining	Mar./Sept./Oct. 93
•Hydro Quebec	CUPE	13 700	Tent. Agts.	December 93
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93
•Government of Nova Scotia	N.S. Govt. Empls. Union	4 550	Bargaining	Nov./Dec. 93
Private Sector				
•CN, CP, VIA Rail	various unions	40 000	Barg./Conc.	December 93
•Eastern Canada Pulp & Paper	Commun., Energy & Paperworkers	4 900	Barg./Conc.	Apr.-Aug. 93
•Air Canada	CUPE	2 530	Barg./Tent.	Sept.-Oct. 93
•Sask. Wheat Pool (multi-prov.)	Grain Services	1 855	Bargaining	January 94
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	Mediation	March 93
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	Bargaining	December 93
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Legis./Arb.	December 92
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Bargaining	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•Hudson Bay Mining & Smelting	Steelworkers	1 410	Bargaining	September 93
•Polysar	CBR	1 100	Bargaining	January 94
•Lakehead Terminal Elev. Assn.	TCU	814	Bargaining	January 94
•Northern Telecom (Ont. & Que.)	various unions	7 510	Bargaining	February 94
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Sibbec-Dosco (Ont. & Que.)	Steelworkers	2 300	Bargaining	January 94
•Bombardier (Canadair)	IAMAW	3 200	Bargaining	December 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Brunswick Mining & Smelting	Steelworkers	1 100	February 94
•Government of Newfoundland	various unions	27 630	March 94
•Government of British Columbia	BCGEU	30 000	March 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

MAJOR WORK STOPPAGES* - 1993

LOWEST WORK STOPPAGE RATE

IN ALMOST HALF A CENTURY

Time not worked as a result of major work stoppages in 1993 amounted to 568,910 person-days or 0.02 per cent of estimated total working time (2 days per 10,000 worked). The proportion of estimated working time (0.02) is the lowest in close to fifty years.

There were 25 major work stoppages involving 73,407 workers in 1993, compared to 44 stoppages and 119,405 workers in 1992. Person-days not worked in 1992 amounted to 1,145,810, an estimated 0.04 per cent of total working time (4 days per 10,000 worked).

A 17-day work stoppage in the Quebec construction sector accounted for 152,600 person-days not worked, more than a quarter of the total person-days not worked in 1993. Stoppages at Garderies au Québec resulted in 24,400 person-days not worked.

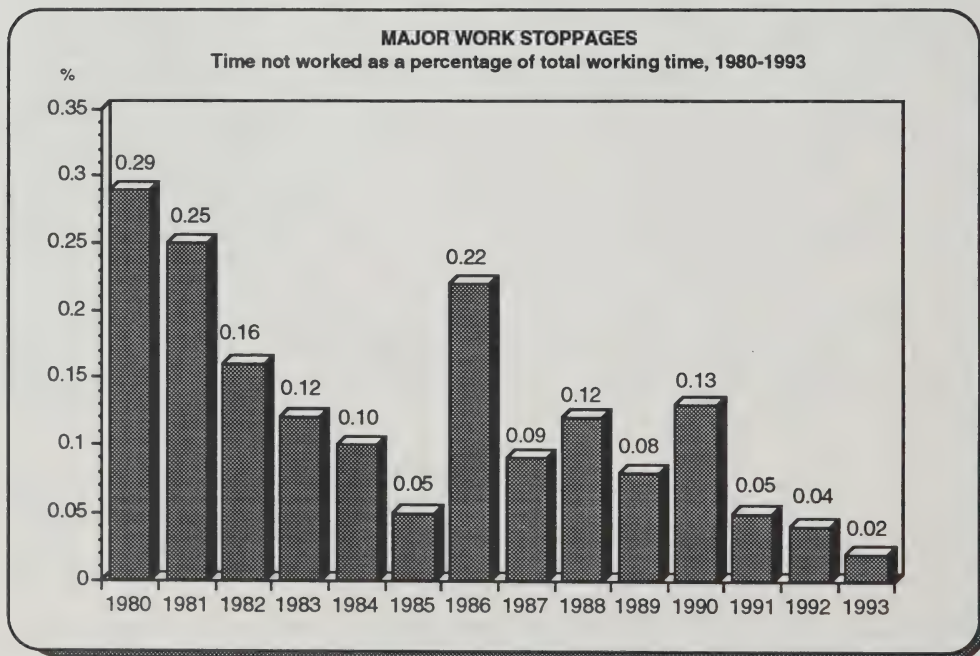
Stoppages at various Miracle Mart locations in Ontario accounted for 121,900 person-days; elsewhere in the province, a strike at E.B. Eddy's Espanola paper mill resulted in 39,220 person days not worked, and stoppages at two schoolboards for 29,170 person-days.

Ten stoppages in British Columbia's school system accounted for 86,760 person-days not worked, while stoppages at B.C. Rail accounted for 39,870 person-days.

Work stoppages at three Saskatchewan school boards resulted in a total of 48,560 person days not worked.

At Bristol Aerospace in Winnipeg, there were 20,400 person-days not worked as a result of a work stoppages.

There were no major work stoppages in Atlantic Canada or in Alberta.



* Data are based on work stoppages involving 500 or more employees.

Table A - LARGEST WORK STOPPAGES - 1993

WORK STOPPAGE EMPLOYER	PROVINCE	UNION	PERSON- DAYS
Quebec construction industry	Quebec	Various unions	152,600
Miracle Mart	Ontario	United Food and Commercial Workers International Union	121,900
British Columbia School Boards	British Columbia	B.C. Teachers' Federation	86,760
Government of Saskatchewan	Saskatchewan	Saskatchewan Government Employees' Union	48,560
B.C. Rail	British Columbia	Various unions	39,870
E.B. Eddy Forest Products	Ontario	Communications, Energy and Paperworkers Union	39,220
Ontario Schoolboards	Ontario	Various unions	29,170
Quebec Daycare Centres	Quebec	Social Affairs Federation Inc.	24,400
Bristol Aerospace	Manitoba	Canadian Auto Workers	20,400

Source: Bureau of Labour Information

Table B - MAJOR WORK STOPPAGES - 1980-1993
Person-days not worked and estimated working time

YEAR	STOPPAGES	WORKERS	PERSON- DAYS	% OF TOTAL WORKING TIME
1980	135	350,350	6,899,800	0.29
1981	100	240,972	6,169,670	0.25
1982	70	410,559	3,859,810	0.16
1983	61	279,826	2,882,110	0.12
1984	67	130,852	2,331,350	0.10
1985	56	98,252	1,348,760	0.05
1986	89	430,086	5,673,310	0.22
1987	64	531,470	2,408,490	0.09
1988	54	158,888	3,393,880	0.12
1989	67	394,351	2,177,040	0.08
1990	66	226,263	3,520,150	0.13
1991	36	218,639	1,453,110	0.05
1992	44	119,405	1,145,810	0.04
1993	25	73,407	568,910	0.02

Source: Bureau of Labour Information

Table C - MAJOR WORK STOPPAGES BY INDUSTRY - 1993

INDUSTRY	STOPPAGES	WORKERS	PERSON-DAYS NOT WORKED
Manufacturing	2	1,368	59,620
Construction	1	15,000	152,600
Transportation & Communications	1	1,600	39,870
Trade	1	7,040	121,900
Community, Business & Pers. Services	18	43,859	146,130
Public Administration	2	4,540	48,790
TOTAL	25	73,407	568,910

Source: Bureau of Labour Information

Table D - MAJOR WORK STOPPAGES BY REGION / JURISDICTION - 1993

JURISDICTION	STOPPAGES	WORKERS	PERSON-DAYS NOT WORKED
Quebec	5	38,000	177,600
Ontario	4	8,875	190,290
Manitoba	1	850	20,400
Saskatchewan	3	6,300	53,760
British Columbia	12	19,382	126,860
TOTAL	25	73,407	568,910

Source: Bureau of Labour Information



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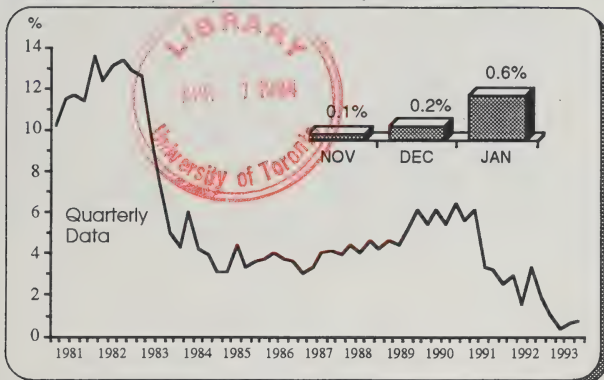
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THE WAGE SETTLEMENTS BULLETIN

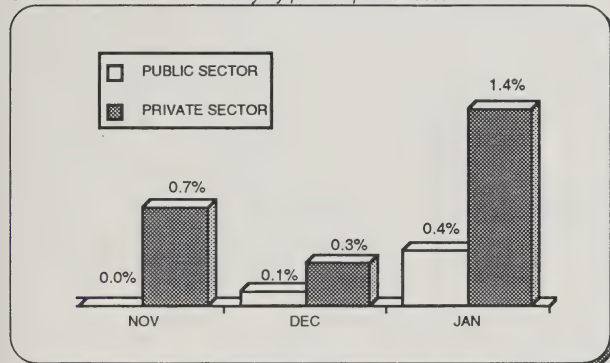
March 1994
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JANUARY 1994

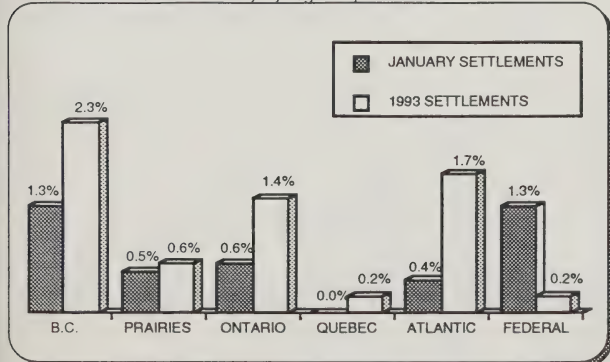
Perspective on base rate increases from major settlements



Base rate increases in January by public / private sectors



Base rate increases in January by region / jurisdiction



Le Bulletin est également disponible en français.

• Wage increases from major collective bargaining settlements ratified during the month of **January** averaged **0.6 per cent** for the duration of the contract, representing an increase from the 0.2 per cent average in December, 1993, and the 0.1 per cent in November. Nevertheless, the January figure is in keeping with the pattern of historically low wage settlements which became particularly noticeable in the first quarter of 1993.

• The January data are based on a review of the 30 collective agreements signed during the month and cover 47,400 employees. When the parties to these settlements previously negotiated - with contract durations averaging 27.3 months - the resulting wage increases were significantly higher at 3.5 per cent.

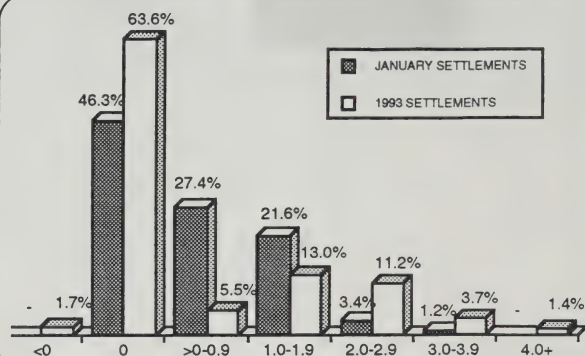
• **Public sector** wage increases resulting from agreements settled in January averaged **0.4 per cent**. There were 20 settlements reached during the month, covering 36,335 employees representing 66.7 per cent of all employees involved in January settlements. Although this figure represents an increase from the 0.1 per cent in December, 1993, and 0.0 per cent in November, it remains among the lowest monthly averages on record. Thirteen of the public sector settlements contained a wage freeze, 10 of which were in Ontario and reflect terms of the province's

• **Private sector** wage increases in January averaged **1.4 per cent** for 11,065 employees, representing a substantial increase from the 0.3 and 0.7 per cent averages registered in December and November, 1993, respectively. The January average is based on an analysis of only 10 agreements concluded during the course of the month, of which 6, ratified in Ontario (averaging 2.0 per cent), represented slightly more than 46 per cent of the employees involved in January settlements in this sector.

• On a jurisdictional basis, 41 per cent of the employees involved in January settlements were from the Prairie provinces, receiving an average annual wage increase of 0.5 per cent in 7 agreements. Ontario followed with 37.6 per cent of the employees, who settled for an average increase of 0.6 per cent in 16 contracts. The other jurisdictions were under-represented in January settlements.

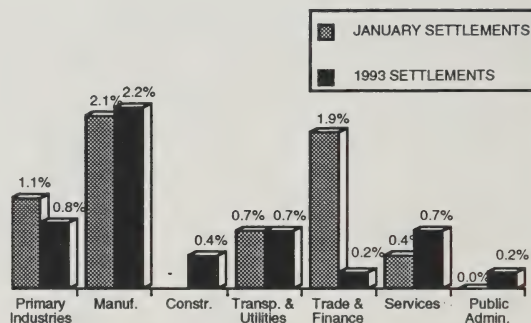
•Slightly more than 46 per cent of the employees covered by January settlements were subject to a wage freeze, most of whom were in the public sector. Another 27 per cent of employees received average adjustments ranging from 0.1 to 0.9 per cent, whereas only 5.5 per cent of all employees covered in 1993 settlements received increases in that range. However, less than 5.0 per cent of all employees covered in January's settlements received increases greater than 2.0 per cent, which is significantly lower than the 16.3 per cent for the year 1993.

Percentage distribution of employees in January settlements by size of base rate increases



•In terms of industrial sectors, the largest number of settlements were in Services, where 17 agreements averaged wage increases of 0.4 per cent. Ten of these agreements contained wage freezes. In Manufacturing, 5 agreements provided for an average increase of 2.1 per cent. There were few settlements reached in the other industrial sectors.

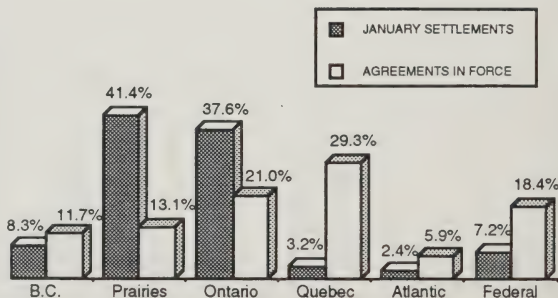
Base rate increases in January settlements by industry



Percentage distribution of employees in January

•Wage increases by jurisdiction for the month of January were as follows:

	agts.	empls.
British Columbia	3	3 933
Prairies	7	19 642
Ontario	16	17 800
Quebec	1	1 500
Atlantic provinces	2	11 125



MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Primary (2 agreements)	1 150	1.1	1.0	25.6	
CP Forest Products, prod. empls., Thunder Bay (Ont.)	550	0.8	0.0	36	96-08-31
Catalytic Maint. Inc., sewrvice empls., (Alta.)	600	1.4	1.9	16	95-04-30
Manufacturing (5 agreements)	3 215	2.1	2.0	32.4	
Hershey Canada Inc., prod. empls., Smiths Falls (Ont.)	525	2.6	2.4	36	97-01-31
Du Pont Canada Inc., plant empls., Kingston (Ont.)	1 100	2.0	1.9	24	96-06-30
Fraser Inc., production empls., Edmunston (N.B.)	500	0.8	0.0	36	96-06-30
Slater Ind. Inc., production empls., Hamilton (Ont.)	500	1.5*	1.5	39	97-03-31
Accuride Canada Inc., production empls., London (Ont.)	590	3.1	3.6	36	97-01-31
Transp., Comm., & Utilities (3 agreements)	6 310	0.7	0.0	30.5	
Air Canada, customer service, System-wide	3 400	1.3	0.0	36	96-09-30
Hydro-Quebec, engineers, (Que.)	1 500	0.0	0.0	24	95-12-26
TransAlta Utilities, office empls., (Alta.)	1 410	0.0	0.0	24	95-12-31
Trade-Finance (1 agreement)	1 800	1.9	1.8	45	
National Grocers, retail empls. (Ont.)	1 800	1.9	1.8	45	97-01-22
Community, Business & Personal Services (17 agreements)	33 825	0.4	0.1	30.3	
Brd. Sch. Trustees Dist. 57, office, Prince George (B.C.)	600	1.9	0.6	36	96-08-31
Brd. Sch. Trustees Dist. 61, teachers, Victoria (B.C.)	1 333	1.4	0.0	36	95-06-30
Univ. of British Columbia, academic staff, Vancouver (B.C.)	2 000	1.0	1.0	12	94-06-30
Alta. Health Care Assn., office empls., (Alta.)	5 685	0.0	0.0	36	95-03-31
Sask. Health Care Assn., non-medical empls., (Sask.)	6 000	0.8*	0.0	36	94-12-31
Sask. Assn. of Health Org., non-medical empls., (Sask.)	4 500	0.8*	0.0	36	94-12-31
Extendicare Health Services, non-medical, Regina (Sask.)	547	0.8*	0.0	36	94-12-31
Regina General Hospital, non-medical empls., Regina (Sask.)	900	0.8*	0.0	36	94-12-31
Toronto Brd. of Educ., teachers, Toronto, (Ont.)	2 711	0.0	0.0	24	95-08-31
East York Brd. of Educ., teachers, East York, (Ont.)	543	0.0	0.0	24	95-08-31
Etobicoke Brd. of Educ., teachers, Etobicoke (Ont.)	1 288	0.0	0.0	24	95-08-31
North York Brd. of Educ., teachers, North York (Ont.)	2 376	0.0	0.0	24	95-08-31
York Brd. of Educ., teachers, York (Ont.)	2 711	0.0	0.0	24	95-08-31
Scarborough Brd. of Educ., teachers, Scarborough (Ont.)	2 894	0.0	0.0	24	95-08-31
Peterborough Brd. of Educ., teachers, Peterborough (Ont.)	735	0.0	0.0	24	95-08-31
Child. Aid Soc., office empls., Toronto (Ont.)	510	0.0	0.0	27	96-03-31
Govt. of P.E.I., office & clerical empls. (P.E.I.)	625	0.0	0.0	24	95-06-30
Public Administration (2 agreements)	1 100	0.0	0.0	31.1	
City of Windsor, inside workers, (Ont.)	600	0.0	0.0	24	95-06-30
City of Kingston, outside workers (Ont.)	500	0.0	0.0	24	95-12-31
Agreements with COLA (5 agreements)	12 447	0.9	0.1	36.1	
Agreements without COLA (25 agreements)	34 953	0.6	0.4	29.2	
All agreements (30 agreements)	47 400	0.6	0.3	30.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1991	1992	1993	1992				1993				Aug	Nov	1993		1994	
				4	1	2	3	4	1	2	3			Nov	Dec	Jan	Jan
All Industries/Jurisdictions																	
Average Annual Increase	3.6	2.1	0.7	1.8	1.1	0.4	0.7	0.8	1.1	0.4	0.7	0.7	0.3	0.1	0.2	0.6	0.6
Non-COLA	3.4	2.0	0.4	1.8	1.0	0.3	0.5	0.3	1.0	0.3	0.5	1.2	0.2	0.1	0.2	0.6	0.6
COLA	4.6	2.6	2.3	2.1	1.8	1.4	2.8	2.8	1.4	1.4	2.8	1.4	3.0	0.6	1.3	0.9	0.9
First Year Increase	3.6	2.0	0.5	1.5	0.4	0.2	0.7	0.7	0.4	0.2	0.7	1.1	0.6	0.0	0.1	0.3	0.3
Non-COLA	3.3	1.9	0.3	1.5	0.2	0.2	0.5	0.2	0.2	0.2	0.5	1.2	0.1	0.0	0.1	0.4	0.4
COLA	5.0	2.4	1.9	1.6	1.4	0.8	2.3	2.6	1.4	0.8	2.3	0.8	2.7	0.0	1.0	0.1	0.1
Industries																	
Primary Industries	4.7	2.6	0.8	2.4	-	0.7	0.4	1.4	-	0.7	0.4	0.7	0.0	-	1.4	1.1	1.1
Manufacturing	3.7	2.2	0.2	2.3	2.3	1.5	1.8	2.5	2.3	1.5	1.8	1.4	2.6	0.8	1.0	2.1	2.1
Construction	5.3	3.1	0.4	3.0	3.2	0.4	2.1	0.1	3.2	0.4	2.1	1.7	2.1	-	0.0	-	-
Transp. & Communication	3.5	2.7	0.7	1.4	0.9	0.9	0.4	0.3	0.9	0.9	0.4	0.8	0.4	1.2	0.1	0.7	0.7
Trade-Finance	4.3	2.4	0.2	1.9	-1.2	1.5	1.0	1.1	-1.2	1.5	1.0	1.3	1.2	0.0	-	1.9	1.9
Services	3.8	1.7	0.7	1.8	1.6	0.7	0.7	0.4	1.6	0.7	0.7	1.4	0.4	0.0	0.5	0.4	0.4
Public Administration	3.0	2.3	0.2	1.5	2.2	0.1	0.1	0.2	2.2	0.1	0.1	0.7	0.1	0.0	0.2	0.0	0.0
Jurisdictions																	
Newfoundland	2.1	0.1	0.1	0.0	-	0.0	1.1	0.7	-	0.0	1.1	0.0	0.8	-	0.7	-	-
Prince Edward Island	7.2	0.3	0.0	0.2	-	-	0.0	0.0	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nova Scotia	0.5	1.8	5.2	2.2	2.7	6.2	5.8	2.2	2.7	6.2	5.8	5.4	5.8	-	1.9	-	-
New Brunswick	2.3	1.6	2.8	2.1	3.7	2.5	2.7	-	3.7	2.5	2.7	2.6	-	-	-	0.8	0.8
Quebec	3.1	1.1	0.2	1.5	-0.1	0.3	0.1	0.3	-0.1	0.3	0.1	1.0	0.2	0.0	0.1	0.0	0.0
Ontario	5.7	2.4	1.4	1.9	1.7	0.8	0.5	2.2	1.7	0.8	0.5	0.9	1.8	0.6	0.5	0.6	0.6
Manitoba	2.4	2.4	0.8	1.9	0.6	1.0	1.5	0.1	0.6	1.0	1.5	1.0	0.3	0.0	0.0	-	-
Saskatchewan	4.4	3.3	1.1	2.2	1.6	0.9	1.2	1.4	1.6	0.9	1.2	0.9	1.6	-	1.4	0.8	0.8
Alberta	5.4	3.6	0.3	2.2	-0.1	0.6	0.6	0.1	-0.1	0.6	0.6	0.6	0.4	0.1	0.2	0.1	0.1
British Columbia	5.1	3.5	2.3	2.9	2.4	1.9	2.4	2.1	2.4	1.9	2.4	2.6	1.5	1.7	1.9	2.3	1.3
Multi-Province	6.4	3.4	3.4	3.3	3.0	3.7	3.5	-	3.0	3.7	3.5	3.3	3.9	1.7	0.3	1.3	1.3
Federal Jurisdiction	2.4	2.8	0.2	1.0	0.8	0.0	0.7	0.3	0.8	0.0	0.7	0.1	1.5	0.5	0.7	0.3	1.3
Public Sector	3.4	2.0	0.5	1.7	1.9	0.3	0.6	0.1	1.9	0.3	0.6	1.2	0.3	0.0	0.1	0.4	0.4
Private Sector	4.2	2.5	1.0	2.1	0.2	0.8	1.3	1.3	0.2	0.8	1.3	1.2	2.2	0.7	0.3	1.4	1.4

OTHER INDICATORS (year-over-year percentage change)

	1991	1992	1993	1992				1993				Aug	Nov	1993		1994	
				4	1	2	3	4	1	2	3			Nov	Dec	Jan	Jan
Union Wage Rate Index	5.4	3.5	3.1	3.3	3.1	3.0	3.2	2.4	3.1	3.0	3.2	2.6	2.4	2.4	2.3	2.4	2.4
Average Weekly Earnings																	
All Industries	4.7	2.1	1.3	0.9	0.6	1.8	1.6	1.0	0.6	1.8	1.6	1.7	1.8	1.1	0.9	1.4	1.4
Manufacturing	4.8	3.9	2.3	2.4	2.1	2.6	2.5	1.9	2.1	2.6	2.5	1.9	1.8	2.0	1.4	1.4	1.4
Consumer Price Index	5.6	1.5	1.8	1.8	2.1	1.7	1.7	1.8	2.1	1.7	1.7	1.7	1.6	1.9	1.7	1.3	1.3

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Northern Telecom	CAW	3 900	February 94
•Hydro Quebec	CUPE	7 800	February 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Barg./Conc.	May 92
•Canada Post	various unions	17 200	Barg./Conc.	June-Dec. 93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	3 500	Bargaining	December 93
•Alberta School Boards	Alberta Teachers' Assn.	6 445	Bargaining	August 93
•Alberta Health Care	various unions	11 260	Bargaining	March 93
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Bargaining	Mar./Sept./Oct. 93
•Hydro Quebec	CUPE	6 000	Tent. Agt.	December 93
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93
•Brunswick Mining & Smelting	Steelworkers	1 100	Bargaining	February 94
•Government of Nova Scotia	N.S. Govt. Empls. Union	4 550	Bargaining	Nov./ Dec. 93
•Government of Newfoundland	various unions	27 630	Bargaining	March 94
•Government of British Columbia	BCGEU	30 000		March 94
Private Sector				
•CN, CP, VIA Rail	various unions	40 000	Barg./Conc.	December 93
•Air Canada	CUPE	3 000	Conciliation	October 93
•Sask.Wheat Pool (multi-prov.)	Grain Services	1 855	Bargaining	January 94
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	P.Med.Barg.	March 93
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	Bargaining	December 93
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	Legis./Arb.	December 92
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Bargaining	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•Hudson Bay Mining & Smelting	Steelworkers	1 410	Conciliation	September 93
•Polysar	Comm., Energy & Paperworkers	975	Bargaining	January 94
•Lakehead Terminal Elev. Assn.	TCU	814	Bargaining	January 94
•Northern Telecom (Que.)	various unions	4 400	Bargaining	February 94
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Sidbec-Dosco (Ont. & Que.)	Steelworkers	2 300	Bargaining	January 94
•Bombardier (Canadair)	IAMAW	3 200	Bargaining	December 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Imperial Tobacco (IMASCO)	Bakery, Conf., & Tobacco Workers	1 300	Bargaining	April 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Construction	various unions	28 875	April 94
•B.C. Pulp & Paper	various unions	10 830	April 94
•Alberta Government	AUPE	41 375	March 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

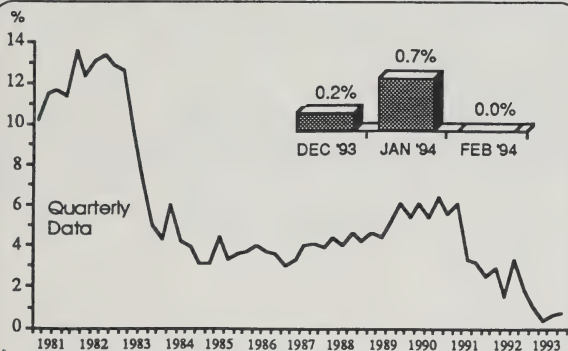
Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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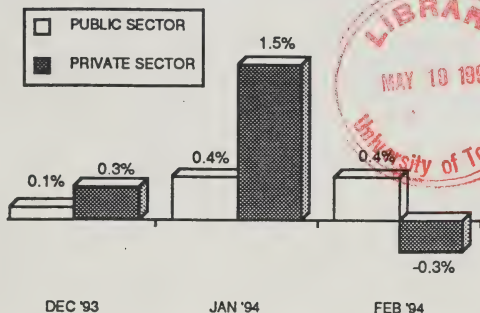
THE WAGE SETTLEMENTS BULLETIN

April 1994
Volume 5, Issue 4

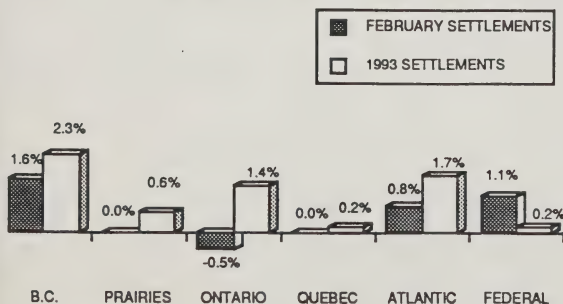
Perspective on base rate increases from major settlements



Base rate increases in February by public / private sectors



Base rate increases in February by region / jurisdiction



FEBRUARY 1994

• Wage increases from major collective bargaining settlements ratified during the month of February averaged 0.0 per cent for the duration of the contract, representing a decrease from 0.7 per cent in January and 0.2 per cent in December 1993. February's average is also the lowest monthly figure recorded since the start of the current wage settlement data series in 1978, the previous low being 0.1 per cent reached in November of 1993.

It should be noted however that there were fewer ratifications than usual this month. Only 22 major collective agreements were ratified in February, covering 35,000 employees, and when the parties to these settlements previously negotiated - with contract durations averaging 19.1 months - the resulting wage increases were significantly higher at 3.5 per cent.

• Public sector wage increases resulting from 13 agreements settled in February, covering 14,500 employees, averaged 0.4 per cent, the same as the figure for January but higher than the 0.1 per cent in December. Ten of these settlements contained a wage freeze, 6 of which were in Ontario and reflect the terms of the province's social contract.

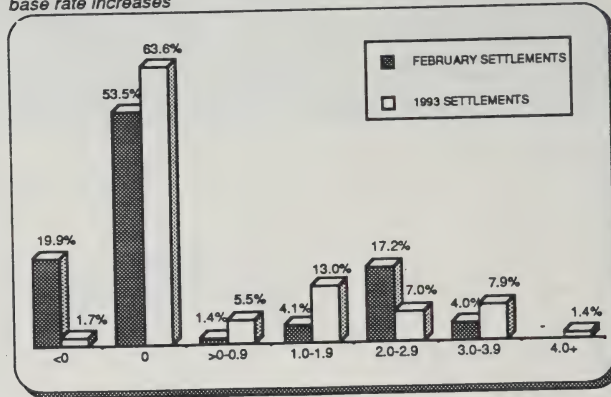
• In the Private sector, 20,900 employees covered by 9 February settlements received average wage adjustments of -0.3 per cent. This represents a substantial decrease from the 1.5 per cent average registered in January and the 0.3 per cent in December, and is the lowest monthly average for this sector on record since 1978. However, the February figure was largely influenced by agreements at Miracle Food Mart stores in southern Ontario and at Hydro Quebec. With respect to Miracle Food Mart, more than 7,000 retail employees took an immediate wage reduction of \$1.75 an hour, resulting in an average annual rollback of 3.1 per cent over the 41 months of the contract. At Hydro Quebec, a total of 7,800 office and technical employees accepted a two-year wage freeze. Average increases for the remaining agreements ranged from 0.8 to 3.4 per cent.

• On a jurisdictional basis, half of the agreements settled in February were in Ontario, where wage adjustments averaged -0.5 per cent. The Ontario average reflects the agreement at Miracle Food Mart mentioned above, as well as six public sector settlements freezing wages as per the terms of the province's social contract. All other jurisdictions were under-represented in February.

Le Bulletin est également disponible en français.

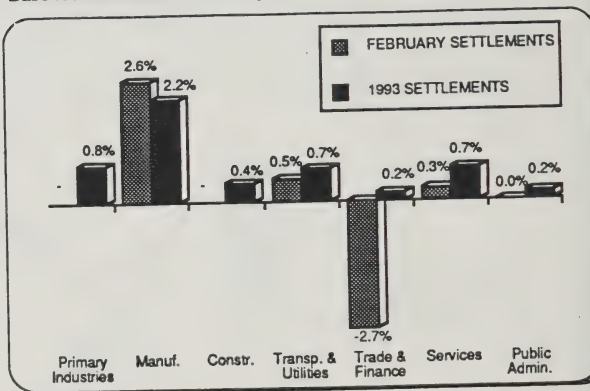
• In all, almost 74 per cent of the employees covered by February settlements were subject to a wage rollback or freeze, compared to slightly more than 46 per cent in January. Another 5.5 per cent received increases ranging from 0.1 to 1.9 per cent, while the rest received increases of 2.0 per cent or more.

Percentage distribution of employees in February settlements by size of base rate increases

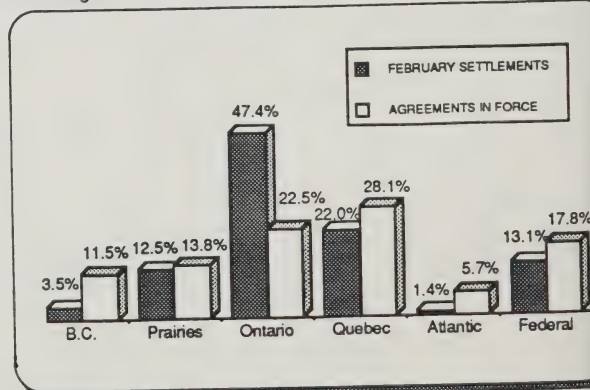


• In terms of industrial sectors, the six settlements in Services (including 5 wage freezes) averaged 0.3 per cent, the five agreements in Manufacturing averaged 2.6 per cent, while all 5 agreements in Public Administration contained wage freezes. Since all other industry groups were under-represented in February, their average should be interpreted with caution.

Base rate increases in February settlements by industry



Percentage distribution of employees in February



• The number of settlements by jurisdiction for the month of February were as follows:

	agts.	empls.
British Columbia	2	1,239
Prairies	3	4,434
Ontario	11	16,799
Quebec	2	7,807
Atlantic provinces	1	500
Federal jurisdiction	3	4 657

MAJOR SETTLEMENTS REACHED IN FEBRUARY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Manufacturing (5 agreements)	5 400	2.6	2.2	34.9	
Fraser Valley Food (Pillsbury) prod. empls., Sardis (B.C.)	500	2.0	2.0	36	96-12-31
Bowater Mersey Paper, mill empls., Liverpool (N.S.)	500	0.8	0.0	36	96-04-30
Hammond Mfg. Co. Ltd., production empls., Guelph (Ont.)	500	3.4*	3.7	24	95-11-26
Northern Telecom, hourly prod. empls., London (Ont.)	3 000	2.8*	2.3	36	97-02-25
Northern Telecom, office empls., London (Ont.)	900	3.0*	2.5	36	97-02-25
Transp., Comm., & Utilities (4 agreements)	10 410	0.5	0.5	20.8	
Hydro-Quebec, tech., office, clerical empls. (Que.) (2 agts.)	7 807	0.0	0.0	24	95-12-12
CBC, technical empls., system-wide (excl. Que.)	2 103	2.0	2.0	12	93-05-02
CBC, news service empls., system-wide	500	2.0	2.0	7	93-05-02
Trade-Finance (2 agreements)	7 740	-2.7	-9.2	39.5	
Miracle Food Mart, retail empls., (Ont.)	7 040	-3.1	-3.1	41	96-11-17
National Grocers, warehouse empls. (Ont.)	700	1.6*	1.2	24	95-04-29
Community, Business & Personal Services (6 agreements)	3 978	0.3	0.2	28.1	
Lincoln County Brd. of Educ., teachers (Ont.)	915	0.0	0.0	12	94-08-31
Ottawa Brd. of Educ., office empls. (Ont.)	525	0.0	0.0	24	96-03-31
Sudbury Brd. of Educ., teachers, Sudbury (Ont.)	678	0.0	0.0	36	96-08-31
Brd. of Sch. Trustees Dist. 37, office empls., (B.C.)	739	1.4	1.0	24	96-08-31
Mount Royal College, instructors, Calgary (Alta.)	530	0.0	0.0	48	97-06-30
York Region RCSS Board, office & tech. empls. (Ont.)	591	0.0	0.0	35	96-12-31
Public Administration (5 agreements)	7 908	0.0	0.0	23.2	
City of Toronto, firefighters, (Ont.)	1 300	0.0	0.0	24	94-12-31
City of North York, firefighters (Ont.)	650	0.0	0.0	24	94-12-31
Govt. of Alberta, correctional officers (Alta.)	1 897	0.0	0.0	24	94-03-31
Govt. of Alberta, social workers (Alta.)	2 007	0.0	0.0	24	94-03-31
Govt. of Yukon, public service empls., Whitehorse (Y.T.)	2 054	0.0	0.0	21	94-02-03
Agreements with COLA (4 agreements)	5 100	2.8	2.3	33.2	
Agreements without COLA (18 agreements)	30 336	-0.5	-2.1	27.6	
All agreements (22 agreements)	35 436	0.0	-1.5	28.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1992				1993				Year to				1994			
	4				1 2 3 4				Data				Jun Aug Sep Dec			
	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
All Industries/Jurisdictions																
Average Annual Increase	3.6	2.1	0.7	1.8	1.1	0.4	0.7	0.8	0.4	1.3	0.6	0.3	1.3	0.7	0.0	0.0
Non-COLA	3.4	2.0	0.4	1.8	1.0	0.3	0.5	0.3	0.1	1.0	0.2	0.1	1.0	0.6	-0.5	-0.5
COLA	4.6	2.6	2.4	2.1	1.8	1.5	2.8	2.9	1.5	2.6	2.8	1.5	2.6	1.0	2.8	2.8
First Year Increase	3.6	2.0	0.5	1.5	0.4	0.2	0.7	0.7	-0.4	1.1	0.4	-0.1	1.1	0.3	-1.5	-1.5
Non-COLA	3.3	1.9	0.3	1.5	0.2	0.2	0.5	0.2	-0.8	0.9	0.2	-0.2	0.9	0.4	-2.1	-2.1
COLA	5.0	2.4	1.8	1.6	1.4	0.8	2.2	2.4	0.9	2.0	2.2	0.9	2.0	0.3	2.3	2.3
Industries																
Primary Industries	4.6	2.6	0.8	2.4	-	0.7	0.4	1.5	1.1	1.3	0.0	1.3	1.3	1.1	-	-
Manufacturing	3.7	2.2	2.2	2.4	2.3	1.5	1.8	2.7	2.4	1.2	2.7	1.8	1.0	2.1	2.6	2.6
Construction	5.3	3.1	0.4	3.0	3.2	0.4	2.1	0.1	0.6	2.0	2.2	0.0	0.0	0.0	-	-
Transp. & Communication	3.5	2.7	0.7	1.4	0.9	0.9	0.4	0.4	0.6	0.4	1.2	0.3	0.1	0.7	0.5	0.5
Trade-Finance	4.3	2.4	0.2	1.9	-1.2	1.5	1.0	1.1	-1.8	1.0	1.1	-1.8	1.0	1.9	-2.7	-2.7
Services	3.8	1.7	0.7	1.8	1.6	0.7	0.7	0.4	0.4	1.7	0.2	0.4	0.4	0.4	0.3	0.3
Public Administration	3.0	2.3	0.2	1.5	2.2	0.1	0.1	0.2	0.0	0.4	0.1	0.1	0.2	0.0	0.0	0.0
Jurisdictions																
Newfoundland	2.1	0.1	0.1	0.0	-	0.0	1.1	0.7	-	0.0	0.8	0.7	0.7	0.0	-	-
Prince Edward Island	7.2	0.3	0.0	0.2	-	-	0.0	0.0	0.0	-	0.0	0.0	0.0	0.0	0.8	0.8
Nova Scotia	0.5	1.8	5.2	2.1	2.7	6.2	5.8	2.2	0.8	5.9	3.9	1.7	1.9	0.8	-	-
New Brunswick	2.3	1.6	2.8	2.1	3.7	2.5	2.7	-	0.8	2.7	-	0.8	-	0.8	-	-
Quebec	3.1	1.1	0.2	1.5	-0.1	0.3	0.1	0.4	0.0	1.0	0.2	0.1	0.1	0.0	0.0	0.0
Ontario	5.7	2.4	1.4	1.9	1.7	0.8	0.5	2.3	0.2	0.1	2.6	0.3	0.5	0.7	-0.5	-0.5
Manitoba	2.4	2.4	0.9	1.8	0.6	1.1	1.5	0.1	-	0.8	0.1	-	-	-	-	-
Saskatchewan	4.4	3.3	1.1	2.2	1.6	0.9	1.2	1.8	0.8	1.0	0.6	0.9	1.8	0.8	-	-
Alberta	5.4	3.6	0.3	2.2	-0.1	0.6	0.6	0.1	0.1	0.4	0.1	0.1	0.2	0.1	0.0	0.0
British Columbia	5.1	3.5	2.3	2.9	2.4	1.9	2.4	2.1	1.4	2.5	1.6	1.5	2.1	1.3	1.6	1.6
Multi-Province	6.4	3.3	3.4	3.3	3.0	3.7	3.5	-	-	3.5	-	-	-	-	-	-
Federal Jurisdiction	2.4	2.8	0.2	1.0	0.8	0.0	0.7	0.3	1.2	-0.1	1.9	0.5	0.3	1.3	1.1	1.1
Public Sector	3.4	2.0	0.5	1.7	1.9	0.3	0.6	0.1	0.4	1.3	0.1	0.3	0.1	0.4	0.4	0.4
Private Sector	4.2	2.5	1.0	2.1	0.2	0.8	1.4	1.3	0.4	1.2	2.3	0.3	0.3	1.5	-0.3	-0.3

OTHER INDICATORS

(year-over-year percentage change)

	1992				1993				Year to				1994			
	4				1 2 3 4				Data				Jun Aug Sep Dec			
	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
Union Wage Rate Index	5.4	3.5	3.1	3.3	3.1	3.0	3.2	2.4	2.0	2.4	2.3	2.1	2.0	2.1	2.0	2.0
Average Weekly Earnings																
All Industries	4.7	2.1	1.3	0.9	0.9	1.8	1.6	1.0	0.8	1.2	1.5	1.1	1.3	1.3	2.0	0.2
Manufacturing	4.8	3.9	2.3	2.4	2.4	2.6	2.5	1.9					1.4	2.0		
Consumer Price Index	5.6	1.5	1.8	1.8	1.8	1.7	1.7	1.8					1.7	1.3		

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Brunswick Mining & Smelting	Steelworkers	1 100	March 94
•Hudson Bay Mining & Smelting	Steelworkers	1410	March 94
•Air Canada	CUPE	3 000	April 94
•B.C. Maritime Employers Assn.	Int. Longshoremen & Warehousemen	4 244	March 94
•Sibbec-Dosco (Ont. & Que.)	Steelworkers	2 300	March 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Barg./Conc.	May 92
•Canada Post	various unions	17 700	Barg./Conc.	June-Dec. 93
•Government of British Columbia	BCGEU	30 000	Bargaining	March 94
•City of Vancouver	CUPE & Vancouver Mun. & Reg. Empls.	3 500	Bargaining	December 93
•Alberta School Boards	Alberta Teachers' Assn.	6 445	Barg./Tent.	August 93
•Alberta Health Care	various unions	11 260	Arb./Tent.	March 93
•Alberta Government	AUPE	41 375	Bargaining	March 94
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Bargaining	Mar./Sept./Oct. 93
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93
•Government of Nova Scotia	N.S. Govt. Empls. Union	4 550	Bargaining	Nov./Dec. 93
•Government of Newfoundland	various unions	27 630	Bargaining	March 94

Private Sector

•CN, CP, VIA Rail	various unions	40 000	Barg./Conc.	December 93
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	P.Med.Barg.	March 93
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	Bargaining	December 93
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Mediation	September 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•Sask.Wheat Pool (multi-prov.)	Grain Services	1 855	Bargaining	January 94
•Polysar	Comm., Energy & Paperworkers	975	Bargaining	January 94
•Lakehead Terminal Elev. Assn.	TCU	814	Bargaining	January 94
•Ontario Hydro	CUPE	14 200	Tent. Agt.	March 94
•Hydro Quebec	CUPE	6 000	Tent. Agt.	December 93
•Northern Telecom (Que.)	various unions	4 400	Bargaining	February 94
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Bombardier (Canadair)	IAMAW	3 200	Bargaining	December 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Imperial Tobacco (IMASCO)	Bakery, Conf., & Tobacco Workers	1 300	Bargaining	April 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Pulp & Paper	various unions	10 830	April 94
•INCO Ltd. (Sudbury)	Steelworkers	6 100	May 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

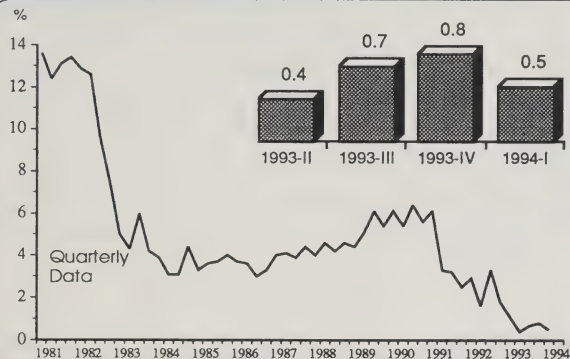
Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

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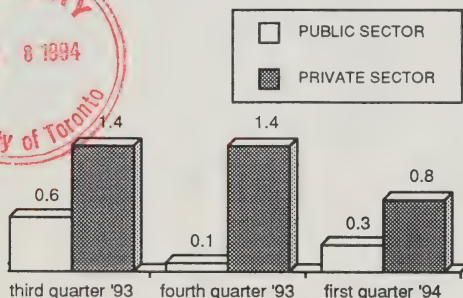
THE WAGE SETTLEMENTS BULLETIN

May 1994
Volume 5, Issue 5

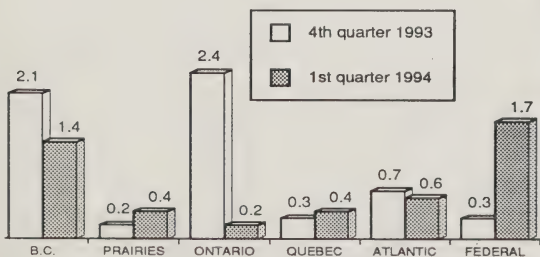
Perspective on base rate percentage increases from major settlements



Base rate percentage increases in first quarter settlements by public/private sectors



Base rate percentage increases in first quarter settlements by region / jurisdiction



Le Bulletin est également disponible en français.

FIRST QUARTER 1994

Major collective bargaining settlements reached in the first quarter of 1994 provided average annual wage increases of **0.5 per cent** over the contract term, down from the 0.8 per cent average in the fourth quarter of 1993 and 0.7 per cent in the third. The first quarter average is also just shy of the record low 0.4 per cent reached in the second quarter of 1993.

Settlement activity was relatively light in the first quarter of 1994 however, with 83 agreements reached covering 116,148 employees, compared to the usual 100 or more settlements covering anywhere from a quarter to a half-million workers. When the parties to these first quarter settlements previously negotiated - with contract durations averaging 22.6 months - the resulting wage increases averaged 2.9 per cent, significantly higher than the 0.5 per cent average provided in this round of negotiations.

Agreements calling for a wage freeze or rollback continued to be prevalent in the first quarter of 1994, with more than 57 per cent of workers covered by such settlements. This is slightly lower than the corresponding figure of 65.4 per cent for all of 1993.

Public sector wage increases, in 50 agreements covering 69,400 employees, averaged **0.3 per cent** in the first quarter of 1994, up marginally from the record low of 0.1 per cent in the fourth quarter of 1993, but in keeping with the historically low quarterly averages experienced over the last year. Of this sector's 50 settlements, 39 (49,197 employees) called for a wage freeze.

In the Private sector, 46,800 employees in 33 first quarter agreements obtained average wage increases of **0.8 per cent**, down from the 1.4 per cent average recorded in each of the last two quarters of 1993.

On a jurisdictional basis, more than half of the agreements settled in the first quarter were in Ontario, where wage increases averaged 0.2 per cent. Ontario's average was largely influenced by public sector wage freezes, as per the terms of the province's 'social contract', and a 3.1 per cent wage rollback at Miracle Food Mart. Public sector wage restraint programs were also largely influential in the Prairie's 0.4 per cent average wage increase in the first quarter of this year. All other jurisdictions were under-represented in the first quarter.

In terms of industrial sectors, first quarter wage settlements averaged 2.1 per cent in Manufacturing, 0.3 per cent in Services, 0.0 per cent in Public Administration and 1.0 per cent in Transportation and Communications. The other industry groups accounted for few settlements.

MARCH, 1994

•Wage adjustments from major collective bargaining settlements ratified during the month of **March** averaged **1.1 per cent** for the duration of the contract, representing an increase from the record low of 0.0 per cent in February and 0.7 per cent in January. Nevertheless, March's figure is in keeping with the historically low average wage increases recorded over the last fifteen months.

•Only 23 major settlements were reached in March, covering 22,700 employees. When the parties to these settlements previously negotiated - with contract durations averaging 25.7 months - the resulting wage increases were substantially higher at 3.2 per cent.

•**Public sector** wage increases resulting from 11 agreements settled in March and covering 9,800 employees averaged **0.1 per cent**, lower than the January and February figures but the same as the average for December, 1993. Nine of the settlements (8 in Ontario) called for a wage freeze, most as a result of provincial public sector wage restraint programs.

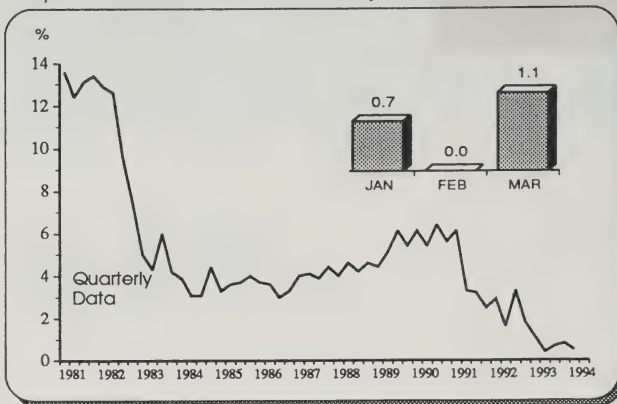
•In the **Private sector**, 12,900 employees covered by 12 agreements received average wage adjustments of **1.9 per cent**. Agreements ranged from a three-year wage freeze at the Hudson Bay Mining and Smelting Co. (500 workers) to a high of 2.9 per cent increase for 4,000 longshoremen with the B.C. Maritime Employers Association.

•By far the largest number of employees in March settlements were in Ontario, where 9,791 employees (43.1 per cent of the total) received increases averaging 0.3 per cent. Other jurisdictions were under-represented in March, thus their average should be interpreted with caution.

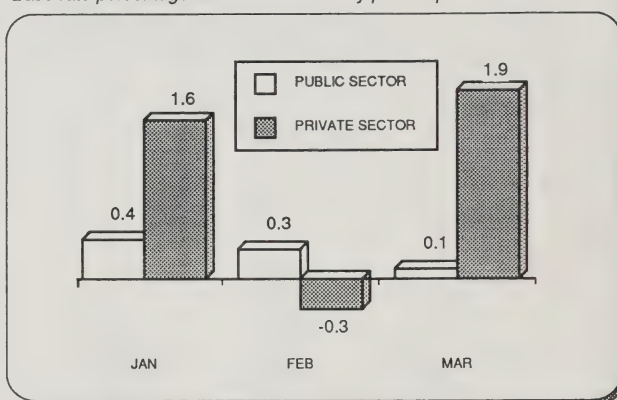
Note:

A provision of Ontario's *School Boards and Teachers Collective Negotiations Act* allows for the extension of a collective agreement without change when notice to bargain is not offered by January 31 of the year in which it expires. In February, a total of seven Boards of Education (8,524 elementary and secondary teachers) extended their agreements in this manner, effectively freezing wages for the duration of the contract term. This development came to our attention after the release of the April 1994 issue of *The Wage Settlements Bulletin* (Volume 5, Issue 4 - February settlement data), and has been incorporated into the revised February data included in this issue. Although the revision has had no impact on the overall monthly average for February, some changes may be apparent in selected industry or sector groupings.

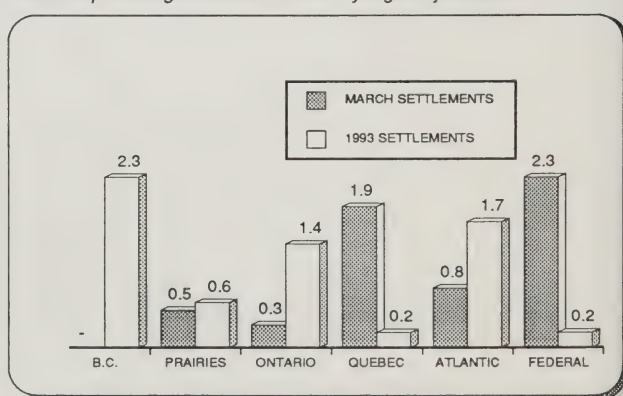
Perspective on base rate increases from major settlements



Base rate percentage increase in March by public / private sectors

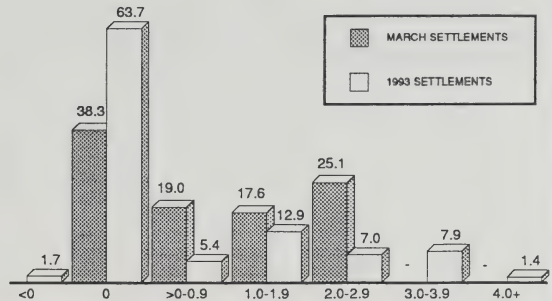


Base rate percentage increase in March by region / jurisdiction



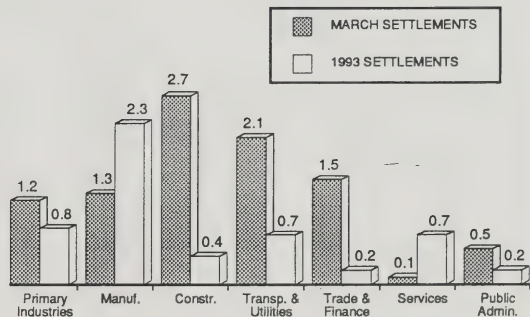
Percentage distribution of employees in March settlements by size of base rate increases

• In all, 38.3 per cent of the employees covered by March settlements were subject to a wage freeze, compared to almost 74 per cent in February. Another 36.6 per cent of employees received wage increases ranging from 0.1 to 1.9 per cent, while the rest received 2.0 per cent or more.



Base rate percentage increases in March settlements by industry

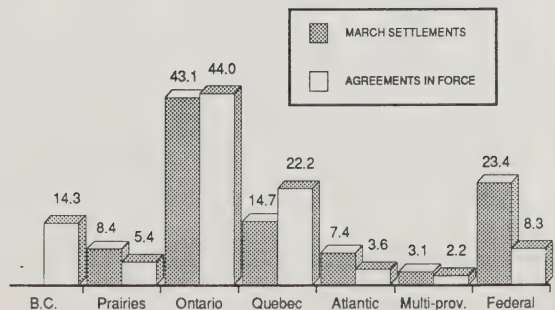
• Slightly more than one-third of the March agreements (8 of 23) were in the Services sector, covering 34.7 per cent of the employees, and averaged wage increases of 0.1 per cent. The remaining six industrial sectors each accounted for four agreements or less in March. Their average should consequently be interpreted with caution.



Percentage distribution of employees in March

• The number of settlements by jurisdiction for the month of March were as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic provinces	2	1,670
Quebec	4	3,330
Ontario	11	9,791
Prairies	2	1,900
Multi-province	1	700
Federal jurisdiction	3	5,310



MAJOR SETTLEMENTS REACHED IN MARCH

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Primary Industries (4 agreements)	2 590	1.2	1.3	33.7	
Hudson Bay Mining & Smelting, miners, Flin Flon (Man.)	750	0.0	0.0	36	96-09-30
Société commandite Lab, miners, Black Lake (Que.)	500	2.7*	4.0	36	97-02-28
Société commandite Lab, miners, Black Lake (Que.)	500	2.5*	2.5	24	99-02-28
Brunswick Mine & Smelting, miners, (N.B.)	840	0.7*	0.0	36	97-02-28
Manufacturing (4 agreements)	3 960	1.3	0.7	36.0	
CP Forest Products Ltd., mill empls., Dryden (Ont.)	800	0.8	0.0	36	96-08-31
Sidbec-Dosco Inc., production empls., Contrecoeur (Que.)	1 300	1.8*	2.2	36	97-01-31
Brasserie Labatt Ltée, production empls., Lasalle (Que.)	1 030	1.4*	0.0	36	96-12-31
Miramichi Pulp & Paper, mill empls., Newcastle (N.B.)	830	0.8	0.0	36	96-06-30
Construction (1 agreement)	700	2.7	2.9	24.0	
Pipe-Line Const. Assn. of Canada, drivers, System-wide	700	2.7	2.9	24	95-04-30
Transp., Comm., & Utilities (4 agreements)	5 826	2.1	2.2	33.4	
B.C. Maritime Employers Assn., longshoremen (B.C.)	4 000	2.9	3.0	36	95-12-31
Toronto Hydro, hourly & salaried empls. (Ont.) (2 agts.)	1266	0.0	0.0	24	96-01-31
Videotron Ltd., admin. & technical empls., Montreal (Que.)	560	1.0	1.0	36	95-12-31
Trade-Finance (1 agreement)	1 100	1.5	0.0	48.0	
Valdi Foods Inc., retail empls. (Ont.)	1 100	1.5	0.0	48	97-12-31
Community, Business & Personal Services (8 agreements)	7 875	0.1	0.0	23.2	
Southern Alta Inst. of Tech., admin. empls., Calgary (Alta.)	700	0.0	0.0	24	95-06-30
Sask. Inst. of Applied Science, academic staff (Sask.)	1 200	0.7	0.0	36	94-06-30
London Bd. of Educ., office empls. (Ont.)	600	0.0	0.0	24	95-09-30
Hamilton Bd. of Educ., teachers-elem., Hamilton (Ont.)	1 705	0.0	0.0	24	95-08-31
Hamilton Bd. of Educ., teachers-secondary, Hamilton (Ont.)	1 005	0.0	0.0	24	95-08-31
Elgin Cty. Bd. of Educ., teachers, St. Thomas (Ont.)	515	0.0	0.0	12	94-08-31
M ^c Master University, teachers asst., Hamilton (Ont.)	1 200	0.0	0.0	12	94-08-31
Carleton University, teachers asst., Ottawa (Ont.)	950	0.0	0.0	24	95-08-31
Public Administration (1 agreement)	650	0.5	0.8	18.0	
Ont. Housing Corp., bldg. maint. empls., Toronto (Ont)	650	0.5	0.8	18	94-06-30
Agreements with COLA (5 agreements)	4 170	1.7	1.5	34.6	
Agreements without COLA (18 agreements)	18 531	1.0	0.8	29.4	
All agreements (23 agreements)	22,701	1.1	0.9	30.3	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

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Catalogue No. L12-20/E

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1993				1994		
	1	2	3	4	1	Jan	Feb
All Industries/Jurisdictions							Mar
Average Annual Increase	3.6	2.1	0.7		0.5	0.7	0.0
Non-COLA	3.4	2.0	0.4	0.8	0.3	0.6	1.1
COLA	4.6	2.6	2.4	0.3	1.6	1.1	2.8
First Year Increase	3.6	2.0	0.5	0.7	-0.1	0.4	-1.2
Non-COLA	3.3	1.9	0.3	0.2	-0.4	0.4	-1.6
COLA	5.0	2.4	1.8	0.2	1.1	0.4	2.5
Industries							
Primary Industries	4.6	2.6	0.8	1.6	1.2	1.1	-
Manufacturing	3.7	2.2	2.3	2.7	2.1	2.2	2.7
Construction	5.3	3.1	0.4	0.1	2.7	-	2.7
Transp. & Communication	3.5	2.7	0.7	0.5	1.0	0.7	0.5
Trade-Finance	4.3	2.4	0.2	1.1	-1.5	1.9	-2.7
Services	3.8	1.7	0.7	0.4	0.3	0.4	0.1
Public Administration	3.0	2.3	0.2	0.2	0.0	0.0	0.0
Jurisdictions							
Newfoundland	2.1	0.1	0.1	0.8	-	-	-
Prince Edward Island	7.2	0.3	0.0	0.0	0.0	0.0	-
Nova Scotia	0.5	1.8	5.2	2.2	0.8	-	0.8
New Brunswick	2.3	1.6	2.8	2.7	0.8	0.8	-
Quebec	3.1	1.1	0.2	0.3	0.4	0.0	0.0
Ontario	5.7	2.4	1.4	0.5	0.2	0.7	-0.3
Manitoba	2.4	2.4	0.9	1.5	0.1	-	-
Saskatchewan	4.4	3.3	1.1	1.2	0.8	0.8	-
Alberta	5.4	3.6	0.3	0.6	0.1	0.1	0.0
British Columbia	5.1	3.5	2.3	2.1	1.4	1.3	1.6
Multi-Province	6.4	3.3	3.4	3.5	2.7	-	2.7
Federal Jurisdiction	2.4	2.8	0.2	0.3	1.7	1.3	1.1
Public Sector	3.4	2.0	0.5	0.1	0.3	0.4	0.3
Private Sector	4.2	2.5	1.0	1.4	0.8	1.6	-0.3
							1.9
OTHER INDICATORS							
(year-over-year percentage change)							
	1993				1994		
	1	2	3	4	1	Jan	Feb
Union Wage Rate Index							Mar
Average Weekly Earnings	n.a.*	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
All Industries	4.7	2.1	1.3	1.0		1.3	1.6
Manufacturing	4.8	3.9	2.3	1.9		2.2	2.8
Consumer Price Index	5.6	1.5	1.8	1.8	0.6	1.3	0.2
							0.2

*n.a.: not available

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Highland Valley Copper (B.C.)	Steelworkers	1 020	April 94
•Alberta Health Care	Health Science Assn.	5 500	April 94
•Polysar	Comm., Energy & Paperworkers	960	April 94
•Ontario Hydro	CUPE	14 700	May 94
•Northern Telecom (Que.)	Can. Office Empls. Union	1 000	April 94
•Hydro Quebec	CUPE	6 000	May 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Barg./Conc.	May 92
•Canada Post	various unions	17 700	Barg./Conc.	June-Dec. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 93
•Government of British Columbia	BCGEU	30 000	Tent. Agt.	March 94
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	3 500	Bargaining	December 93
•Alberta Health Care	various unions	20 000	Bargaining	March 94
•Alberta Government	AUPE	41 375	Tent. Agt.	March 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Barg./Arb.	Mar./Sept./Oct. 93
•Government of New Brunswick	N.B. Nurses Union	5 000	Bargaining	June 93
•Government of Nova Scotia	various unions	60 000	Legislation	Nov./ Dec. 93
•Government of Newfoundland	various unions	27 630	Bargaining	March 94

Private Sector

•CP Rail	various unions	14 000	Barg./Conc.	December 93
•Forest Ind. Rel. Ltd. et. al.	IWA	20 000	Bargaining	June 93
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	Mediation	March 93
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	Bargaining	December 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•Sask. Wheat Pool (multi-prov.)	Grain Services	1 855	Conciliation	January 94
•Lakehead Terminal Elev. Assn.	TCU	814	Bargaining	January 94
•INCO Ltd. (Sudbury)	Steelworkers	4 950	Bargaining	May 94
•De Havilland	CAW	2 070	Bargaining	June 94
•Northern Telecom (Que.)	Can. Union of Communication Wkrs.	3 400	Bargaining	February 94
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Bombardier (Canadair)	IAMAW	3 200	Bargaining	December 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	Bargaining	September 93
•Imperial Tobacco (IMASCO)	Bakery, Conf., & Tobacco Workers	1 300	Tent. Agt.	April 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Pulp & Paper	various unions	10 830	April 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

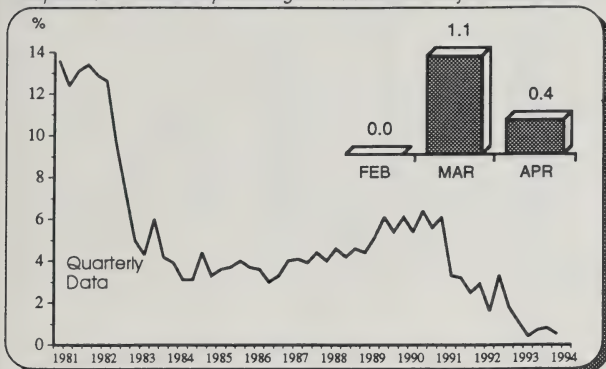


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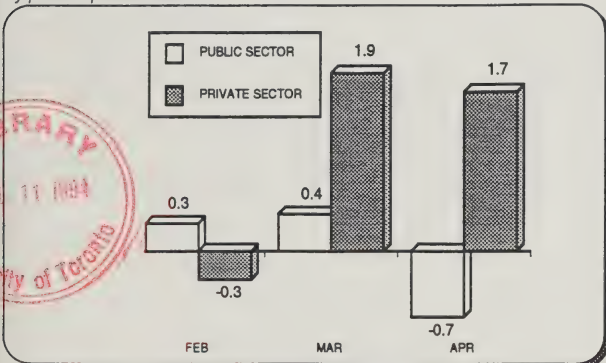
THE WAGE SETTLEMENTS BULLETIN

June 1994
Volume 5, Issue 6

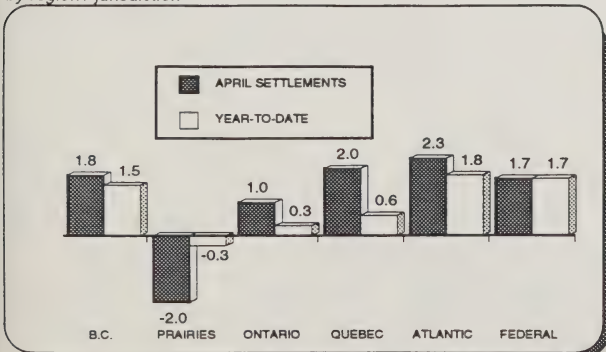
Perspective on base rate percentage increases from major settlements



Base rate percentage increases in April settlements
by public / private sectors



Base rate percentage increases in April settlements
by region / jurisdiction



Le Bulletin est également disponible en français.

APRIL 1994

• Wage adjustments from major collective bargaining settlements ratified during the month of **April** averaged **0.4 per cent** for the duration of the contract, representing a decrease from the 1.1 per cent in March and only slightly higher than the record low of 0.0 per cent in February. For the first four months of 1994 as a whole, wage increases from collective agreements have averaged 0.5 per cent, compared to 0.7 per cent for all of 1993.

• A total of 30 agreements were reached in April, covering 37,683 employees. When the parties to these settlements previously negotiated - with contract durations averaging 25.9 months - the resulting wage increases were substantially higher at 3.8 per cent.

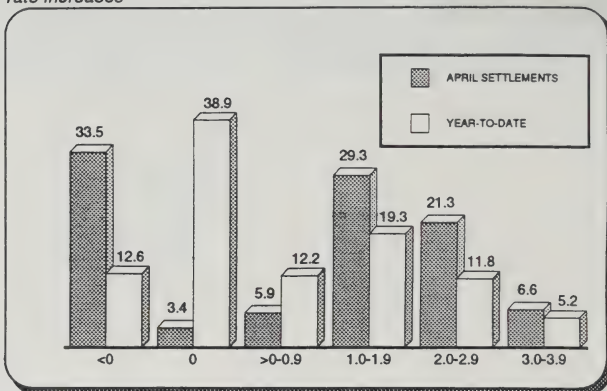
• **Public sector** wage increases resulting from 15 agreements settled in April, and covering 20,793 employees averaged **-0.7 per cent**, the lowest monthly figure for this sector since the current data series began in 1978. The average incorporates extremes, however, ranging from -2.5 per cent for 5 Alberta settlements (11,965 employees) to 2.4 per cent for 5 New Brunswick agreements (5,550 employees). Furthermore, the New Brunswick figure is deceptive, as wages were effectively frozen for a twelve month period by a legislated contract extension, an extension that applies to a contract that itself had been extended by legislation in 1992, and the 2.4 per cent increase actually represents an amount that was negotiated in 1991 but that has been deferred by the two legislated extensions.

• In the **Private sector**, 16,890 employees covered by 15 agreements reached in April received average wage adjustments of **1.7 per cent**, down marginally from March's average of 1.9 per cent. Seven of these private sector settlements were in Ontario, and provided average annual increases of 1.4 per cent.

• On a jurisdictional basis, one-third of April's agreements were settled in Ontario and averaged 1.0 per cent. The 6 settlements in Atlantic Canada were in New Brunswick, averaging 2.3 per cent, and the 7 agreements in the Prairie provinces, averaging -2.0 per cent, were dominated by 5 wage rollbacks in Alberta.

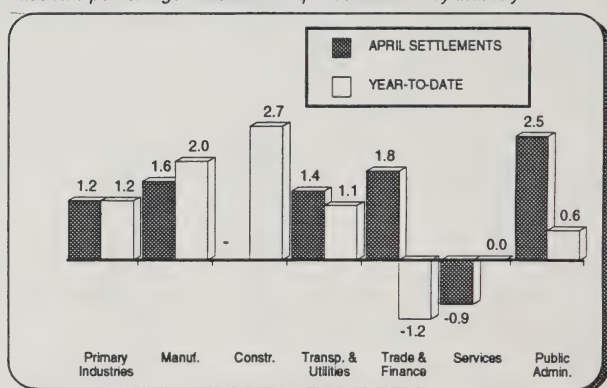
•Eight of the 30 April settlements, covering close to 37 per cent of the employees, contained wage freezes or rollbacks. In March, the proportion was marginally higher at 38.3 per cent.

Percentage distribution of employees in April settlements by size of base rate increases



•Almost half of April's settlements were in the Services sector, where 14 settlements averaged - 0.9 per cent. The 8 Manufacturing agreements averaged 1.6 per cent, while the remaining sectors each accounted for 3 agreements or less, and consequently, their averages should be interpreted with caution.

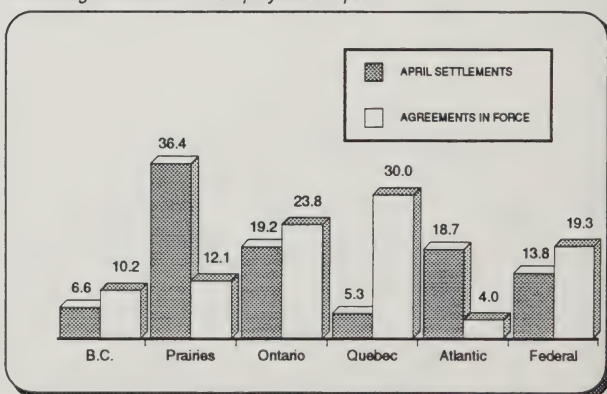
Base rate percentage increases in April settlements by industry



• The number of settlements by jurisdiction for the month of April were as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic provinces	6	7,050
Quebec	2	1,980
Ontario	10	7,250
Prairies	7	13,705
Multi-province	3	2,500
Federal jurisdiction	2	5,200

Percentage distribution of employees in April



MAJOR SETTLEMENTS REACHED IN APRIL

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Primary Industries (2 agreements)	2 220	1.2	0.8	32.1	
Highland Valley Copper, production and office empls., Logan Lake (B.C.)	1 020	1.0	0.0	24	95-09-30
Suncor Inc., mine & refinery empls., Fort Murray (Alta.)	1 200	1.4	1.5	39	97-05-01
Manufacturing (8 agreements)	6 890	1.6	1.2	34.6	
H.J. Heinz, plant & maint. empls., Leamington (Ont.)	676	-0.8	-3.1	48	98-04-30
Lake Ontario Steel Co. Ltd., production, Whitby (Ont.)	510	1.6*	1.7	36	97-02-27
Polysar Rubber Corp., plant empls., Samia (Ont.)	912	1.6	1.5	36	97-01-31
Sammi Atlas Inc., plant empls., Welland (Ont.)	712	1.8*	1.9	36	97-02-17
Molson Breweries, plant empls., Toronto (Ont.)	550	2.0*	2.1	36	96-12-31
Kruger Inc., plant & maint. empls., Trois-Rivieres (Que.)	1 000	0.8	0.0	36	96-04-29
Northern Telecom, office empls., Montreal (Que.)	980	3.2*	2.9	36	97-02-25
Connors Bros. Ltd., plant empls., Charlotte (N.B.)	1 500	2.0	2.0	24	95-12-31
Transp., Comm., & Utilities (2 agreements)	3 900	1.4	-0.4	33.2	
Air Canada, flight attendants, system-wide	3 000	1.3	-1.0	36	96-10-31
Union Gas Ltd., maintenance empls., (Ont.)	900	1.5	1.5	24	95-12-31
Trade-Finance (1 agreement)	1 000	1.8	0.0	48.0	
Willett Foods Inc., retail (Ont.)	1000	1.8	0.0	48	97-01-31
Community, Business & Personal Services (14 agreements)	19 908	-0.9	-0.4	27.2	
United Parcel Service Ltd., couriers, system-wide	2 200	2.1*	0.0	36	97-02-15
Servomation Inc., hourly empls., Vancouver (B.C.)	680	3.6	6.5	32	96-01-31
Simon Fraser University, teacher's asst., (B.C.)	800	1.2	2.5	24	95-04-30
Alberta Healthcare Assn., para-medical, tech. & professional empls. (Alta.) (2 agreements)	5 500	-2.6	0.0	24	95-03-31
Edmonton Sch. Brd. Dist. 7, teachers (Alta.)	4 165	-2.5	-2.0	24	95-08-31
Edmonton Sch. Brd. Dist. 7, custodial (Alta.)	600	-1.9	-5.0	32	96-08-31
Edmonton R.C. Sch. Brd. Dist. 7, teachers (Alta.)	1 700	-2.3	-2.0	24	95-08-31
Sask. Institute of Applied Science, admin. serv. (Sask.)	540	0.8	0.0	33	94-06-30
Waterloo Brd. of Educ., office (Ont.)	500	0.0	0.0	12	94-12-31
Peel Brd. of Educ., casual empls. (Ont.)	768	0.0	0.0	36	95-06-30
Brant Cty. Brd. of Educ., teachers (Ont.)	670	0.2	0.5	36	95-08-31
Govt. of New Brunswick, instructional empls. (N.B.)	845	3.2	0.0	36	97-10-31
Govt. of New Brunswick, para-medical & techn. (N.B.)	940	1.5	0.0	24	95-12-31
Public Administration (3 agreements)	3 765	2.5	0.0	36.0	
Govt. of New Brunswick, technicians (N.B.)	510	2.3	0.0	36	96-10-31
Govt. of New Brunswick, office empls. (N.B.) (2 agts.)	3 255	2.5	0.0	36	96-12-31
Agreements with COLA (5 agreements)	4 952	2.2	1.3	36.0	
Agreements without COLA (25 agreements)	32 731	0.1	0.1	30.1	
All agreements (30 agreements)	37 683	0.4	0.0	30.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

All Industries/Jurisdictions	1991				1992				1993				1994				1994			
	(effective average annual percentage increases in base rates)				(effective average annual percentage increases in base rates)				(effective average annual percentage increases in base rates)				(effective average annual percentage increases in base rates)				(effective average annual percentage increases in base rates)			
	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
Average Annual Increase	3.6	2.1	0.7	1.1	0.4	0.7	0.9	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
Non-COLA	3.4	2.0	0.4	1.0	0.3	0.5	0.3	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
COLA	4.6	2.6	2.4	1.8	1.5	2.9	3.0	1.6	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7
First Year Increase	3.6	2.0	0.5	0.4	0.2	0.7	0.7	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1	-0.1
Non-COLA	3.3	1.9	0.3	0.2	0.2	0.5	0.3	-0.4	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3	-0.3
COLA	5.0	2.4	1.8	1.4	0.8	2.2	2.4	1.1	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2
Industries																				
Primary Industries	4.6	2.7	0.8	-	0.7	0.4	1.6	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2	1.2
Manufacturing	3.7	2.3	2.3	2.4	1.6	1.9	2.7	2.1	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Construction	5.3	3.1	0.4	3.2	0.4	2.1	0.1	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Transp. & Communication	3.5	2.7	0.7	0.9	0.9	0.5	0.5	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
Trade-Finance	4.3	2.4	0.2	-1.2	1.5	1.0	1.1	-1.5	-1.2	-1.2	-1.2	-1.2	-1.2	-1.2	-1.2	-1.2	-1.2	-1.2	-1.2	-1.2
Services	3.8	1.7	0.7	1.6	0.7	0.7	0.4	0.3	0.0	0.4	0.2	0.4	0.2	0.4	0.2	0.4	0.2	0.4	0.2	0.4
Public Administration	3.0	2.3	0.2	2.2	0.1	0.1	0.2	0.0	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
Jurisdictions																				
Newfoundland	2.1	0.1	0.1	-	0.0	1.1	0.8	-	-	-	-	-	-	-	-	-	-	-	-	-
Prince Edward Island	7.2	0.3	0.0	-	-	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Nova Scotia	0.5	1.8	5.0	2.7	6.2	5.8	2.3	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8
New Brunswick	2.3	1.4	2.8	3.7	2.5	2.7	-	0.8	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Quebec	3.1	1.1	0.2	-0.1	0.3	0.1	0.3	0.4	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6	0.6
Ontario	5.7	2.4	1.4	1.7	0.8	0.5	2.4	0.2	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3
Manitoba	2.4	2.4	0.9	0.6	1.1	1.6	0.1	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3
Saskatchewan	4.4	3.3	1.1	1.6	0.9	1.2	1.2	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8	0.8
Alberta	5.4	3.6	0.3	-0.1	0.6	0.6	0.1	0.1	-1.1	-1.1	-1.1	-1.1	-1.1	-1.1	-1.1	-1.1	-1.1	-1.1	-1.1	-1.1
British Columbia	5.1	3.5	2.3	2.4	1.9	2.4	2.1	1.4	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5	1.5
Multi-Province	6.4	3.3	3.4	3.0	3.7	3.5	-	-	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Federal Jurisdiction	2.4	2.8	0.2	0.8	0.0	0.7	0.3	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7	1.7
Public Sector	3.4	2.0	0.5	1.9	0.3	0.6	0.1	0.3	0.1	0.3	0.1	0.3	0.1	0.3	0.2	0.1	0.3	0.4	-0.7	-0.7
Private Sector	4.2	2.5	1.0	0.2	0.8	1.4	1.4	0.8	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0

OTHER INDICATORS

(year-over-year percentage change)

Union Wage Rate Index Average Weekly Earnings	1991				1992				1993				1994				1994			
	(year-over-year percentage change)				(year-over-year percentage change)				(year-over-year percentage change)				(year-over-year percentage change)				(year-over-year percentage change)			
	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994	1991	1992	1993	1994
All Industries	4.7	2.1	1.3	0.9	1.8	1.6	1.0	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
Manufacturing	4.8	3.9	2.3	2.4	2.6	2.5	1.9	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Consumer Price Index	5.6	1.5	1.8	1.8	1.7	1.7	1.8	0.6	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5

*n.a.: not available

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Canada	various unions	199 200	June 94*
•Government of British Columbia	BCGEU	30 000	May 94
•University Hospital	Staff nurses & AUPE	4 400	May-June 94
•Lakehead Terminal Elev. Assn.	TCU	814	February 94
•INCO Ltd., Sudbury (Ont.)	Steelworkers	4 950	June 94
•Northern Telecom (Que.)	Can. Union of Comm. Wkrs.	3 400	April 94
•Imperial Tobacco (IMASCO)	Bakery, Conf., & Tobacco Workers	1 300	May 94
•Government of Newfoundland	Teachers' Assn.	8 200	June 94

*Legislation pending Royal Assent

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions	6 500	Barg./Conc.	May 92
•Canada Post	various unions	17 700	Barg./Conc.	June-Dec. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	3 500	Bargaining	December 93
•Alberta Healthcare	Nurses	12 000	Bargaining	March 94
•Alberta Government	AUPE	41 375	Tent. Agt.	March 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Barg./Arb.	Mar./Sept./Oct. 93
•Government of New Brunswick	N.B. Nurses Union	5 000	Conciliation	June 93
•Government of Nova Scotia	various unions	60 000	Legislation	Nov./ Dec. 93
•Government of Newfoundland	various unions	19 430	Bargaining	March 94
Private Sector				
•CP Rail	various unions	14 000	Barg./Conc.	December 93
•Forest Ind. Rel. Ltd. et. al.	IWA	20 000	Bargaining	June 93
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	Mediation	March 93
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	Tent. Agt.	December 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Bargaining	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•Sask.Wheat Pool (multi-prov.)	Grain Services	1 855	Conciliation	January 94
•A&P, New Dominion, Zehrs	UFCW & Retail Wholesale Union	21 000	Bargaining	June 94
•De Havilland	CAW	2 070	Post-Conc.	June 94
•Maritime Employers Assn., (Que.)	CUPE	900	Bargaining	December 92
•Bombardier (Canadair)	IAMAW	3 200	Conciliation	December 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	On hold	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Pulp & Paper	various unions	10 830	April 94
•Falconbridge	CAW	1 600	August 94
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	June 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

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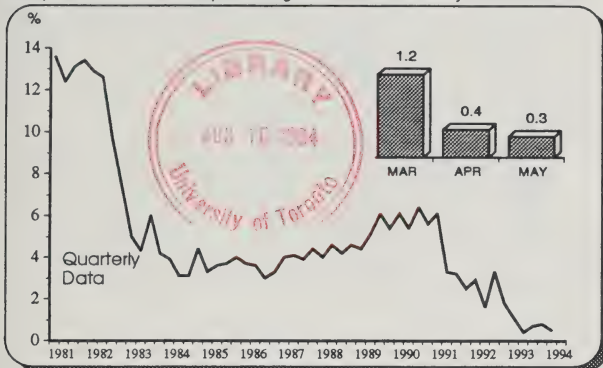
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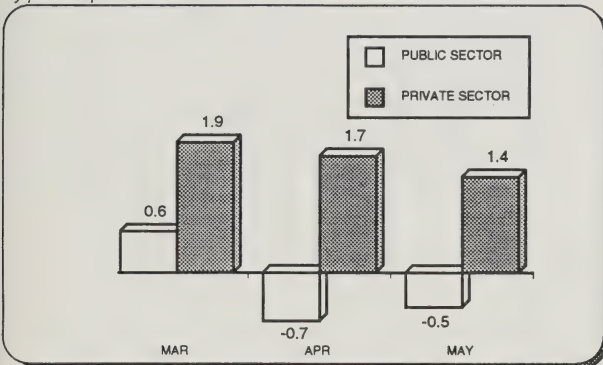
THE WAGE SETTLEMENTS BULLETIN

July 1994
Volume 5, Issue 7

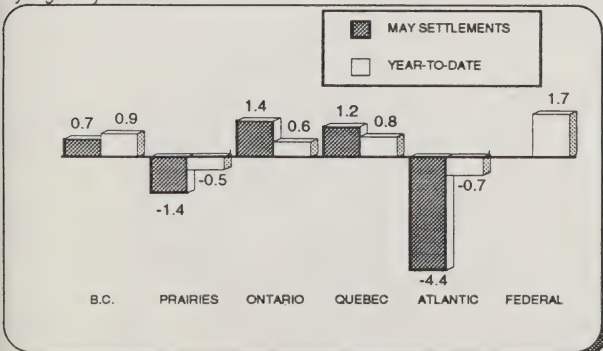
Perspective on base rate percentage increases from major settlements



Base rate percentage increases in May settlements
by public / private sectors



Base rate percentage increases in May settlements
by region / jurisdiction



Le Bulletin est également disponible en français.

MAY 1994

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of **May** averaged **0.3 per cent** for the duration of the contract, representing a decrease from 0.4 per cent in April and 1.2 per cent in March. This figure is in keeping with the relatively low average monthly wage adjustments recorded since the first quarter of 1993.

•Thirty-two agreements were reached in May, covering 84,078 employees. When the parties to these settlements previously negotiated - with contract durations averaging 26.2 months - the resulting wage increases were significantly higher at 3.1 per cent.

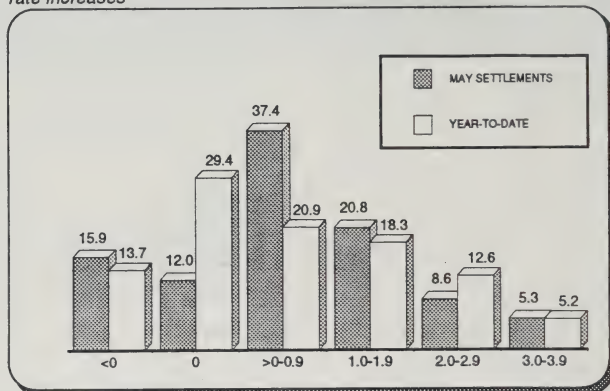
•**Public sector** base rate wage increases averaged **-0.5 per cent** in 19 agreements covering 49,689 employees, up from April's record low of -0.7 per cent. Sixteen of these 19 agreements contained wage freezes or rollbacks, the largest of which was a 7.5 per cent rollback for 625 nurses employed by the General Hospital and School of Nursing in Prince Edward Island. The only public sector increases were recorded in Manitoba, where 800 teachers with the St. James-Assiniboia School District 2 received an average increase of 2.0 per cent, retroactive to 1992, and in British Columbia, where 31,451 employees of the provincial government received an average annual wage increase of 0.7 per cent in two agreements. As the British Columbia agreements covered more than 60 per cent of all public sector employees in May, they had a substantial effect on the overall monthly average.

•In the **Private sector**, 34,389 employees covered by 13 agreements received average base rate wage adjustments of **1.4 per cent**, down from 1.7 per cent in April and 1.9 per cent in March. These settlements ranged from a wage freeze for 6,007 Hydro-Quebec employees to a 3.0 per cent increase for 1,329 Imperial Tobacco employees in Montreal and Guelph.

•On a jurisdictional basis, 37 per cent of all employees in May settlements were in British Columbia, and received an average annual base rate wage increase of 0.7 per cent. An additional 30 per cent of the employees were in Ontario, and received an average increase of 1.4 per cent.

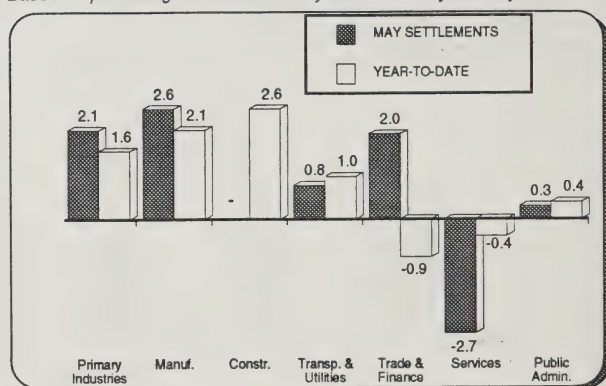
•Over half of the May settlements, covering 28 per cent of the employees, contained wage freezes or rollbacks. Eight agreements, covering slightly less than 60 per cent of employees, provided wage adjustments ranging between 0.1 and 1.9 per cent, while 7 settlements provided for increases in excess of 2.0 per cent.

Percentage distribution of employees in May settlements by size of base rate increases



•Almost half of the May settlements, covering approximately 15 per cent of the total number of employees, were in the Services sector, and provided average annual wage adjustments of -2.7 per cent. Eight agreements in the Manufacturing sector provided 7,100 employees with an average wage increase of 2.6 per cent.

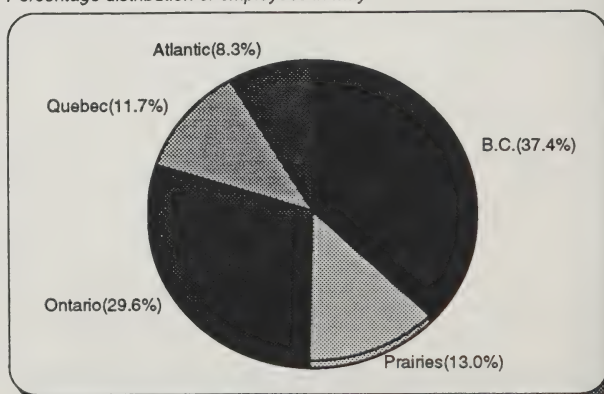
Base rate percentage increases in May settlements by industry



•The distribution of settlements by jurisdiction for the month of May is as follows:

	agts.	empls.
Atlantic provinces	5	6,970
Quebec	3	9,811
Ontario	10	24,878
Prairies	12	10,968
British Columbia	2	31,451

Percentage distribution of employees in May



MAJOR SETTLEMENTS REACHED IN MAY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Primary Industries (1 agreement)	4 950	2.1	3.0	36.0	
Inco Ltd., miners, Sudbury (Ont.)	4 950	2.1*	3.0	36	97-05-31
Manufacturing (8 agreements)	7 134	2.6	2.5	31.9	
Sherritt Gordon Ltd., plant empls., Fort Sask. (Alta.)	550	1.0	1.0	12	95-03-31
Sherritt Gordon Ltd., plant empls., Fort Sask. (Alta.)	550	1.7	1.5	36	98-03-31
Celanese Canada Inc., plant empls., Clover Bar (Alta.)	500	1.6	1.5	36	97-02-28
Kellogg Canada inc., maint. empls., London (Ont.)	582	1.8*	1.0	36	97-04-16
Case JI (Tenneco div.), plant empls., Hamilton (Ont.)	508	2.9*	2.9	36	97-04-26
Imperial Tobacco (Imasco), plant empls., Guelph (Ont.)	640	3.0	3.0	24	96-04-14
Imperial Tobacco (Imasco), plant empls., Montreal (Que.)	689	3.0	3.0	24	96-04-14
Northern Telecom, hourly empls., Montreal (Que.)	3 115	3.1*	3.1	36	97-02-28
Transp., Comm., & Utilities (4 agreements)	22 785	0.8	0.1	23.8	
City of Calgary, drivers & maint. empls. (Alta.)	1 480	0.0	0.0	21	94-09-30
Ontario Hydro, technicians, trades & office empls. (Ont.)	14 700	1.1*	0.0	24	96-03-31
Consumers' Gas, plant empls., Toronto (Ont.)	598	1.8	2.0	24	96-04-30
Hydro-Quebec, trades (Que.)	6 007	0.0	0.0	24	95-12-10
Trade-Finance (1 agreement)	1 000	2.0	2.0	36.0	
The Bay, retail empls., Southern Ontario	1 000	2.0	2.0	36	95-12-31
Community, Business & Personal Services (15 agreements)	13 258	-2.7	-3.2	20.4	
Edmonton R.C.S.S. Board dist. n° 7, office empls. (Alta.)	561	-5.0	-5.0	12	95-08-31
Calgary Brd. of Education, office (Alta.)	1 500	-4.8	-4.8	12	94-12-31
Calgary Brd. of Education, maint. empls. (Alta.)	770	-3.0	-5.0	20	95-08-30
Calgary R.C.S.S. Board, support (Alta.)	662	0.0	0.0	12	94-08-31
Bow Valley School Authority, teachers (Alta.)	780	-2.5	0.0	24	95-08-31
University Hospitals Board, non medical empls. (Alta.)	2 200	-1.7	-5.0	36	97-03-31
North Alberta Institute of Tech., admin., Edmonton (Alta.)	615	-1.5	-3.0	24	96-08-31
St James Assiniboia Sch. Dist. 2, teachers (Man.)	800	2.0	2.0	36	94-12-31
Hastings County Brd. of Educ., teachers, (Ont.)	500	0.0	0.0	24	96-08-31
Peel County Brd. of Educ., maint. empls. (Ont.)	900	0.0	0.0	24	96-06-30
Waterloo County Brd. of Educ., maint. empls. (Ont.)	500	0.0	0.0	12	94-12-31
Gen. Hosp. and Sch. of Nursing, nurses (P.E.I.)	625	-7.5	-7.5	12	95-05-16
General Hospital, non-medical empls. (P.E.I.)	780	-3.7	-3.7	12	95-05-16
Govt. of P.E.I., teachers (P.E.I.)	1 440	-5.5	-5.5	12	95-05-16
Govt. of P.E.I. office empls. (P.E.I.)	1 500	-3.7	-3.7	12	95-05-16
Public Administration (3 agreements)	34 951	0.3	0.9	23.0	
Govt. of B.C., environment, conservation empls. (B.C.)	1 501	0.6	0.0	28	96-03-23
Govt. of B.C., (master agt. - all categories) (B.C.)	29 950	0.7	1.5	24	96-03-31
Govt. of P.E.I., public service (P.E.I.)	3 500	-3.8	-3.8	12	95-05-16
Agreements with COLA (5 agreements)	23 855	1.6	1.1	32.0	
Agreements without COLA (27 agreements)	60 223	-0.3	0.0	22.8	
All agreements (32 agreements)	84 078	0.3	0.3	24.5	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

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Catalogue No. L12-20/E

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

All Industries/Jurisdictions	1993				1994				Year to				1994			
	1993				1994				Date				1994			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Average Annual Increase	3.6	2.1	0.7		0.6				0.4				0.6	0.3	0.5	
Non-COLA	3.4	2.0	0.4		0.3				0.1				0.2	0.1	0.1	
COLA	4.6	2.6	2.4		1.8	1.5	2.9	3.0	1.7	1.7			2.9	1.6	1.8	
First Year Increase	3.6	2.0	0.5		0.3	0.2	0.7	0.7	-0.1	0.1			0.5	-0.1	0.4	
Non-COLA	3.3	1.9	0.3		0.2	0.2	0.5	0.3	-0.4	-0.2			0.2	-0.2	0.1	
COLA	5.0	2.4	1.8		1.4	0.8	2.2	2.3	1.2	1.2			2.2	1.0	1.3	
Industries																
Primary Industries	4.6	2.7	0.8		1.2			1.6	1.6				0.0	1.4	1.7	
Manufacturing	3.7	2.3	2.3		2.4	1.6	1.9	2.7	2.2	2.1			2.8	1.9	1.9	
Construction	5.3	3.1	0.4		3.2	0.4	2.1	0.1	2.7	2.6			2.2	0.0	2.6	
Transp., Comm. & Util.	3.5	2.7	0.7		0.9	1.1	0.5	0.5	1.1	1.0			1.3	0.3	1.4	
Trade-Finance	4.3	2.4	0.2		-1.2	1.5	1.0	1.1	-1.5	-0.9			1.1	-1.8	1.8	
Services	3.8	1.7	0.7		1.6	0.7	0.7	0.4	0.3	-0.4			0.1	0.4	-1.3	
Public Administration	3.0	2.3	0.2		2.2	0.1	0.1	0.2	0.0	0.4			0.1	0.1	0.5	
Jurisdictions																
Newfoundland	2.1	0.1	0.1		-	0.0	1.1	0.8	-	-			0.8	0.8	-	
Prince Edward Island	7.2	0.3	0.0		-	-	0.0	0.0	0.0	-4.1			0.0	0.0	-4.4	
Nova Scotia	0.5	1.8	5.0		2.7	6.2	5.8	2.3	0.8	0.8			3.2	1.7	-	
New Brunswick	2.3	1.4	2.8		3.7	2.5	2.7	-	0.8	2.0			-	0.8	2.0	
Quebec	3.1	1.1	0.2		-0.1	0.4	0.1	0.3	0.4	0.8			0.2	0.1	1.5	
Ontario	5.7	2.4	1.4		1.7	0.8	0.5	2.4	0.2	0.6			2.6	0.2	1.1	
Manitoba	2.4	2.4	0.9		0.6	1.1	1.6	0.1	2.3	2.2			0.1	-	2.2	
Saskatchewan	4.4	3.3	1.1		1.6	0.9	1.2	1.2	0.8	0.8			0.7	0.9	0.8	
Alberta	5.4	3.6	0.3		-0.1	0.6	0.6	0.1	0.1	-1.2			0.1	0.1	-1.9	
British Columbia	5.1	3.5	2.3		2.4	1.9	2.4	2.1	1.4	0.9			1.6	1.5	0.8	
Multi-Province	6.4	3.3	3.4		3.0	3.7	3.5	-	2.7	2.7			1.6	1.5	0.8	
Federal Jurisdiction	2.4	2.8	0.2		0.8	0.0	0.7	0.3	1.7	1.7			1.9	0.5	2.0	
Public Sector	3.4	2.0	0.5		1.8	0.3	0.6	0.1	0.4	-0.1			0.1	0.3	-0.4	
Private Sector	4.2	2.5	1.1		0.2	0.9	1.4	1.4	0.8	1.2			2.4	0.3	1.6	

OTHER INDICATORS

(year-over-year percentage change)

Average Weekly Earnings	1993				1994				Year to				1994			
	1993				1994				Date				1994			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
All Industries	4.7	2.1	1.3		0.9	1.8	1.6	1.0	1.1							
Manufacturing	4.8	3.9	2.3		2.4	2.6	2.5	1.9	2.4							
Consumer Price Index	5.6	1.5	1.8		1.8	1.7	1.7	1.8	0.6	0.5			1.5	1.1	0.1	

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	June 94
•De Havilland	CAW	2 070	June 94
•A&P	UFCW	9 500	June 94
•City of Montreal	CUPE	3 878	June 94
•Government of Nova Scotia	NSGEU, NSTU	25 600	June 94
•Government of Newfoundland	Nfld. Teachers' Assn.	8 100	June 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions (Que. & N.B.)	2 800	Barg./Tent.	May 92
•Canada Post	various unions	17 700	Barg./Conc.	June-Dec. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Barg./W.S.	December 93
•Alberta Healthcare	Nurses	12 000	Bargaining	March 94
•Alberta Government	AUPE	41 375	Bargaining	March 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Barg./Arb.	Mar./Sept./Oct. 93
•Government of New Brunswick	N.B. Nurses Union	5 000	Tent. Agt.	June 93
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•Sydney Steel Corporation, N.S.	Steelworkers	700	On hold	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	May & Sept. 93
•Council of Marine Carriers	CMSG/CAW/SIU	1 565	September 94
•B.C. Pulp & Paper Industry	various unions	10 830	April 94
•Government of Saskatchewan	Sask. Govt. Empls. Union	9 500	September 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	September 94
•Government of New Brunswick	N.B. Teachers' Fed.	7 500	August 94

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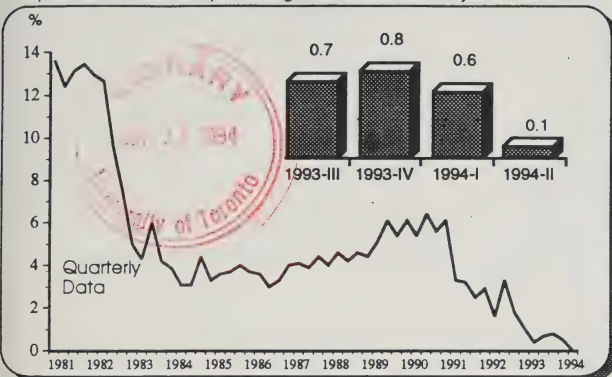


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THE WAGE SETTLEMENTS BULLETIN

August 1994
Volume 5, Issue 8

Perspective on base rate percentage increases from major settlements



FIRST HALF 1994

•Base rate wage increases from major collective bargaining settlements reached in **the first half of 1994 averaged 0.2 per cent** over the contract term, compared to the record annual low of 0.7 per cent for 1993 as a whole. This low average was largely influenced by the wage restraint programs of the federal and several provincial governments.

•The average for the first six months resulted from 244 contract settlements covering 562,759 employees. When the parties to these settlements previously negotiated - with contract durations averaging 23.4 months - the resulting base rate wage increases were significantly higher at 1.9 per cent, compared to the 0.2 per cent in their 1994 settlements.

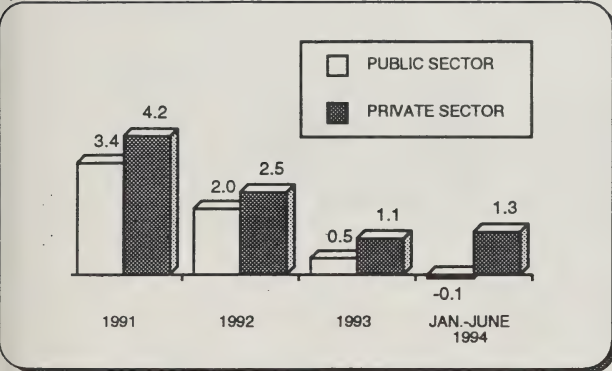
•Wage freezes and rollbacks have become more prevalent in 1994; 67.8 per cent of employees (381,069) in settlements concluded in the first half of the year had their wages frozen or rolled back; for the year 1993 as a whole, the corresponding figure was 65.4 per cent of employees (936,558).

•**Public sector** wage adjustments declined to a record low of **-0.1 per cent** in the first half of 1994, from an overall average annual figure of 0.5 per cent in 1993. The 170 public sector settlements in the first half of 1994 covered 442,140 employees, with 356,569 (80.6 per cent) subject to wage freezes.

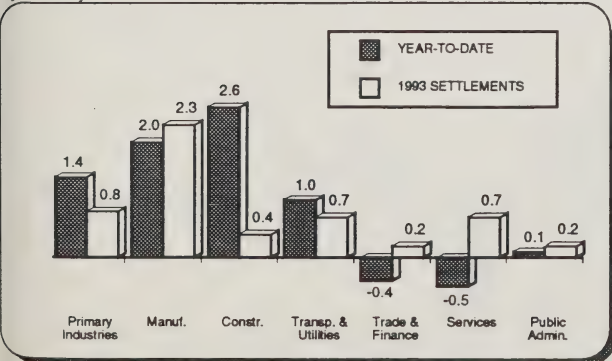
•**Private sector** increases at **1.3 per cent** in the first half of 1994 were up from the 0.7 per cent average recorded in the first half of 1993, but down from the 1.1 per cent figure for 1993 as a whole. The 74 private sector settlements in 1994 covered 120,619 employees, with 24,500 employees (21.3 per cent) subject to wage freezes or rollbacks.

•In the major industry groups, Public Administration accounted for 47.4 per cent of employees (266,612) covered by settlements in the first six months of 1994, with base rate wage adjustments averaging 0.0 per cent (including 216,551 employees in the federal public sector). The Services sector, representing 26.7 per cent of the total number of employees (150,206) covered by 1994 settlements, received average annual base rate adjustments of -0.6 per cent.

Base rate percentage increases from major settlements by public / private sectors



Base rate percentage increases from major settlements by industry



Le Bulletin est également disponible en français.

JUNE 1994

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of **June** averaged **0.0%**, representing a decrease from 0.3 per cent in May and 0.4 per cent in April, 1994. This low figure was largely influenced by wage restraint programs of the federal and several provincial governments.

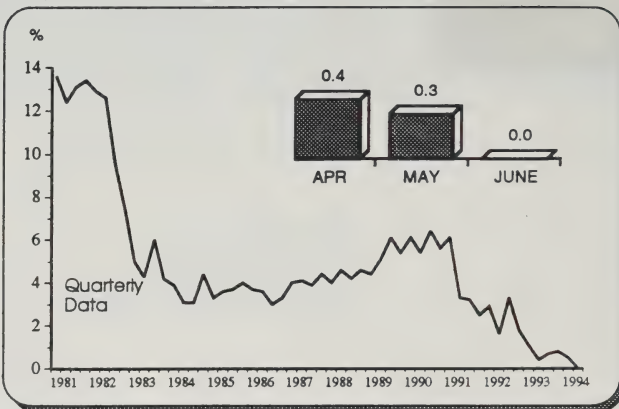
•Ninety-two agreements were reached in June, covering 318,056 employees. When the parties to these settlements previously negotiated - with contract durations averaging 22.5 months - the resulting wage increases averaged 0.8 per cent.

•Public sector base rate wage adjustments averaged **-0.1 per cent** in 81 agreements covering 297,509 employees, up from May's -0.5 per cent and April's record low of -0.7 per cent. They included wage freezes for 213,847 federal government employees, 3,100 employees of the Workers' Compensation Board and 600 Essex County elementary school teachers in Ontario, and 9,000 elementary school teachers in Newfoundland. Rollbacks were legislated for 2,054 government employees (-0.6 per cent) and 650 elementary school teachers (-0.7 per cent) in the Yukon Territory, 23,660 public service employees, elementary and university teachers and employees, and nurses (-0.6 per cent) in Nova Scotia, and 17,810 medical and non-medical staff, teachers, and university employees (-2.6 per cent) in Alberta.

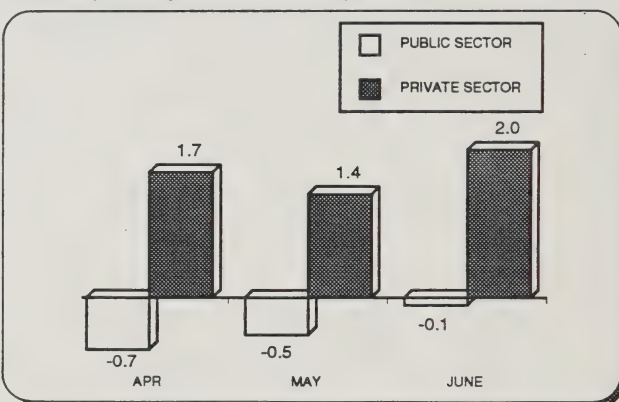
•In the **Private sector**, 11 agreements provided 20,547 employees with average base rate wage increases of **2.0 per cent**, up from 1.7 per cent in April and 1.4 per cent in May. This average resulted from settlements ranging from a wage freeze for 720 plant and maintenance workers with Burns Meats in Winnipeg to a 3.2 per cent increase for 550 truck drivers with Finning Limited in Alberta.

•On a jurisdictional basis, 73.8 per cent of all employees in June settlements were in the federal sector, with an average annual wage increase of 0.1 per cent. In Atlantic Canada, with 10.8 per cent of all employees involved in June settlements, the average annual base rate wage adjustment was -0.3 per cent. The Prairie Provinces, with 6.7 per cent of the total number of employees, averaged -2.1 per cent, largely due to provincial government legislation in Alberta. Quebec and Ontario, with very few settlements, averaged 1.2 per cent.

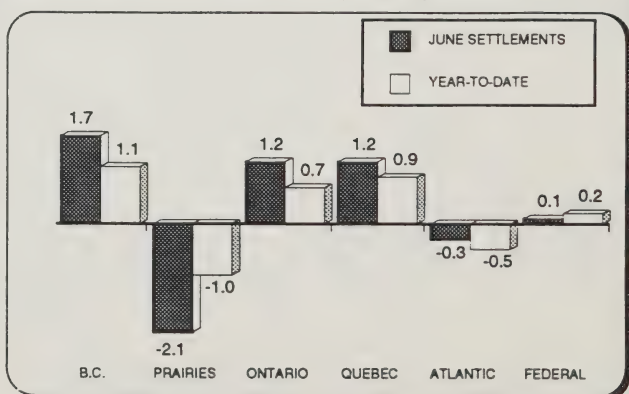
Perspective on base rate increases from major settlements



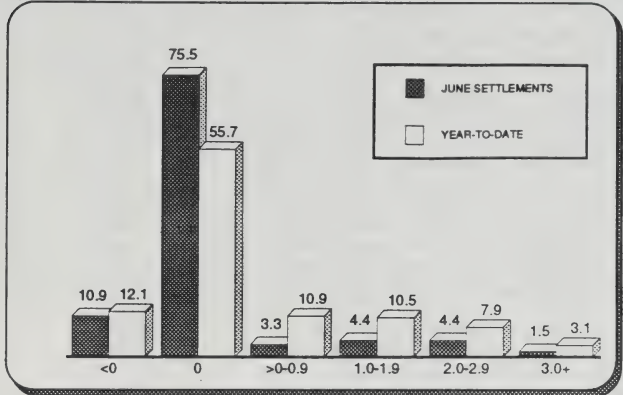
Base rate percentage increase in June by public / private sectors



Base rate percentage increase in June by region / jurisdiction

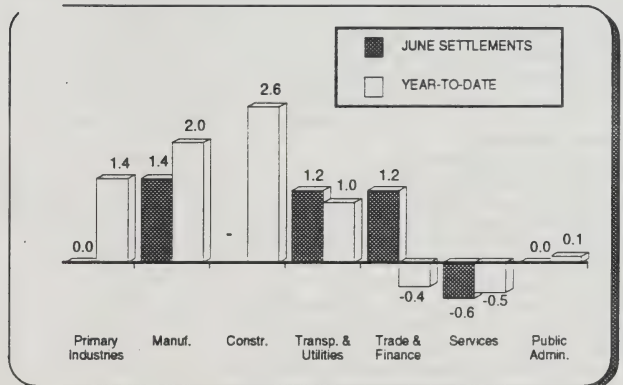


*Percentage distribution of employees in June settlements
by size of base rate increases*



•Seventy-one of the 92 June settlements, covering 86.4 per cent of all employees, contained wage freezes or rollbacks. Eighteen of the remaining agreements, covering 12.1 per cent of employees, provided increases ranging from 1.0 to 2.9 per cent, and only 3 settlements resulted in average increases exceeding 3.0 per cent.

Base rate percentage increases in June settlements by industry

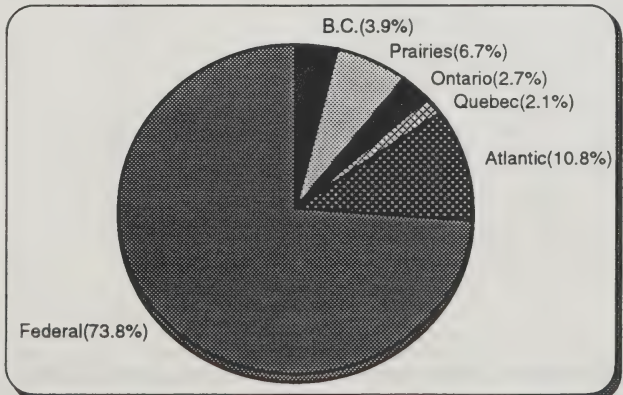


•In terms of industrial sectors, 37 agreements in Public Administration covering 67.9 per cent of all employees involved in June settlements provided annual base rate wage adjustments averaging 0.0 per cent. An additional 33 agreements in the Services sector provided adjustments of -0.6 per cent for 19.8 per cent of all employees covered by June settlements.

•The distribution of settlements by jurisdiction for the month of June is as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic provinces	14	34,460
Quebec	5	6,610
Ontario	6	8,571
Prairies	15	21,330
British Columbia	7	12,410
Federal	45	234,675

Percentage distribution of employees in June



MAJOR SETTLEMENTS REACHED IN JUNE

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Primary Industries (1 agreement)	1 625	0.0	0.0	24.0	
Cape Breton Dev. Corp., miners, Sydney (N.S.)	1 625	0.0	0.0	24	94-12-31
Manufacturing (9 agreements)	6 717	1.4	1.4	30.5	
Canada Communications Group, admin. empls., Can.-wide	556	0.0	0.0	24	96-07-03
Canada Communications Group, printing empls., Can.-wide	638	0.0	0.0	24	96-05-05
Burns Meats, plant & maint. empls., Winnipeg (Man.)	720	0.0	0.0	24	96-03-31
De Havilland Inc., production empls., Downsview (Ont.)	1 571	2.8*	3.6	36	97-06-22
De Havilland Inc., office empls., Downsview (Ont.)	500	2.9*	3.7	36	97-06-22
Dominion Textile Inc., production empls., Magog (Que.)	545	0.6	0.0	24	96-02-10
Brooks C.S. Canada Inc., production empls., Magog (Que.)	600	1.3	1.0	24	96-02-14
CAE Electronique Ltd., plant empls., St-Laurent (Que.)	835	1.2	0.0	36	97-06-19
Aluminerie de Becancour Inc., maint. empls. (Que.)	752	2.4	1.3	36	97-06-29
Transp., Comm., & Utilities (8 agreements)	25 983	1.2	1.0	26.0	
Govt. of Canada, pilots, air traffic contr., ship's officers and tech. empls., Canada-wide (4 agts.)	6 759	0.0	0.0	24	97-08-31 to 98-10-25
Canada Post, postal supervisors, Canada-wide	3 800	0.8*	0.0	36	96-06-30
B.C. Telephone Co., communication empls. (B.C.)	11 074	2.3	2.3	24	95-12-31
AGT Ltd., clerical/traffic empls. (Alta.)	3 250	0.7	0.0	24	95-04-30
Edmonton Telephone Corp., admin. services, Edmonton (Alta.)	1 100	0.8	0.0	30	95-12-23
Trade-Finance (4 agreements)	4 600	1.2	1.1	41.5	
Finning Ltd., truck drivers, prov.-wide (Alta.)	550	3.2	3.0	24	96-04-30
Fortinos Supermarket Ltd., retail empls., (Ont.)	1 900	1.3	1.4	52	98-06-12
Pharma Plus Drugmarts, retail empls., (Ont.)	1 500	1.3	1.8	36	97-01-04
Nova Scotia Liquor Comm., retail empls., (N.S.)	650	-1.0	-3.0	38	97-11-01
Community, Business & Personal Services (33 agreements)	63 088	-0.6	-1.4	27.4	
Govt. of Canada, educ. services, Canada-wide	1 240	0.0	0.0	24	97-08-31
Govt. of Canada, nurses, Canada-wide	1 694	0.0	0.0	24	97-09-30
National Research Council of Canada, support, research and technical empls., Canada-wide (3 agts.)	2 354	0.0	0.0	24	97-04-30 to 98-02-13
Govt. of Yukon Territory, teachers, (Y.T.)	650	-0.7	-2.0	36	97-06-30
Govt. of B.C., nurses, Prov.-wide (B.C.)	2 710	1.8	3.5	51	96-03-31
Brd. Sch. Trustees Dist. 41, office empls., Burnaby (B.C.)	500	1.6	1.5	24	95-12-31
Brd. Sch. Trustees Dist. 43, office empls., Coquitlam (B.C.)	800	1.8	1.8	24	95-12-31
B.C. Assn of Private Care Homes, non-medical empls. (B.C.)	1 700	0.0	0.0	12	94-03-31
B.C. Assn of Private Care Homes, non-medical empls. (B.C.)	1 700	3.4	5.3	24	96-03-31
Contd. Care Empl. Rel. Assn., non-medical empls. (B.C.)	2 500	0.0	0.0	12	94-03-31
Contd. Care Empl. Rel. Assn., non-medical empls. (B.C.)	2 500	3.4	5.3	24	96-03-31
Calgary R.C.S.S. Board Dist. 1, teachers (Alta.)	1 852	-5.0	-5.0	12	95-08-31
Parkland Cty. Sch. Dist. 31, teachers (Alta.)	550	-5.0	-5.0	12	95-08-31
N. Cent. Alta. Sch. Authority, teachers (Alta.)	798	-5.0	-5.0	12	95-08-31
Rocky View Sch. Dist. 41, teachers (Alta.)	555	-4.8	-4.8	12	95-08-31
Calgary Brd. of Education, teachers (Alta.)	5 365	-3.3	-5.0	24	96-08-31
Lethbridge Sch. Authority Dist. 1, teachers (Alta.)	500	-2.5	-5.0	24	96-08-31
North Alberta Institute of Tech., academic staff, Edmonton (Alta.)	820	-1.5	-3.0	24	96-06-30
Royal Alexandra Hosp. Corp., non-medical empls., (Alta.)	1 250	-2.3	-4.6	24	96-03-31
Univ. Hospitals Board, nurses, Edmonton (Alta.)	2 200	-1.8	-5.4	36	97-03-31
Foothills Prov. Gen. Hospital, non-medical empls., (Alta.)	1 720	-1.7	-5.0	36	97-03-31
University of Calgary, office empls., Calgary (Alta.)	2 200	-0.5	-1.0	24	96-03-31
University of Manitoba, academic staff, Winnipeg (Man.)	1 150	1.8	0.0	24	95-03-31
Essex Cnty Brd. of Educ., teachers (Ont.)	600	0.0	0.0	12	95-08-31
Govt. of New Brunswick, support empls., Prov.-wide (N.B.)	1 800	0.9	0.0	60	97-08-31
Govt. of Nova Scotia, nurses, Prov.-wide (N.S.)	1 500	-0.8	-3.0	43	97-11-01

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

MAJOR SETTLEMENTS REACHED IN JUNE (contd.)

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Govt. of Nova Scotia, teachers, prov.-wide (N.S.)	10 600	-0.9	-3.0	39	97-10-31
Dalhousie College Univ., office staff, Halifax (N.S.)	765	0.0	0.0	42	97-11-01
Dalhousie College Univ., academic staff, Halifax (N.S.)	715	-0.9	-3.0	42	97-11-01
Camp Hill Medical Center, nurses, Prov.-wide (N.S.)	800	-0.8	-3.0	43	97-11-01
Govt. of Newfoundland, teachers, Prov.-wide (Nfld.)	9 000	0.0	0.0	12	95-03-31
Public Administration (37 agreements)	216 043	0.0	0.0	25.1	
Govt. of Canada, public service empls., Canada-wide (27 agts.)	198 481	0.0	0.0	24	97-04-30 to 98-09-30
Cdn. Security Intelligence Service, support staff, Canada-wide	500	0.0	0.0	24	97-12-31
Govt. of Yukon Territory, public service empls., (Y.T.)	2 054	-0.6	-2.0	39	98-03-31
Workers' Compensation Board, office empls., (Ont.)	2 500	0.0	0.0	12	93-12-31
City of Montreal, inside workers, Montreal (Que.)	3 878	1.1*	-1.6	36	97-11-30
Govt. of Nova Scotia, public service empls., (N.S.) (6 agts.)	8 630	0.0	0.0	41-47	97-11-01
Agreements with COLA (4 agreements)	9 749	1.4	0.1	36.0	
Agreements without COLA (88 agreements)	308 307	0.0	-0.2	25.6	
All agreements (92 agreements)	318 056	0.0	-0.2	25.9	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1993				1994		1994			Year to Date	
	1991	1992	1993	2	3	4	1	2	Apr		May
All Industries/Jurisdictions											
Average Annual Increase	3.6	2.1	0.7	0.4	0.7	0.8	0.6	0.1	0.4	0.3	0.0
Non-COLA	3.4	2.0	0.4	0.3	0.5	0.3	0.3	0.0	0.2	-0.3	0.0
COLA	4.6	2.6	2.4	1.5	2.9	3.0	1.7	1.6	2.2	1.6	1.4
First Year Increase	3.6	2.0	0.5	0.2	0.7	0.7	-0.1	-0.1	0.0	0.3	-0.2
Non-COLA	3.3	1.9	0.3	0.2	0.5	0.3	-0.4	-0.2	-0.2	0.0	-0.2
COLA	5.0	2.4	1.8	0.8	2.2	2.3	1.2	0.9	1.2	1.1	0.1
Industries											
Primary Industries	4.6	2.7	0.8	0.7	0.4	1.6	1.2	1.5	1.2	2.1	0.0
Manufacturing	3.6	2.3	2.3	1.6	1.9	2.7	2.2	1.9	1.6	2.6	1.4
Construction	5.3	3.1	0.4	0.4	2.1	0.1	2.7	2.5	2.5	-	-
Transp. & Communication	3.5	2.7	0.7	1.1	0.5	0.5	1.1	1.0	1.4	0.7	1.2
Trade-Finance	4.3	2.4	0.2	1.5	1.0	1.1	-1.5	1.4	1.8	2.0	1.2
Services	3.8	1.7	0.7	0.7	0.7	0.4	0.3	-0.9	-0.9	-2.5	-0.6
Public Administration	3.0	2.3	0.2	0.1	0.1	0.2	0.0	0.1	2.5	0.3	0.0
Jurisdictions											
Newfoundland	2.1	0.1	0.1	0.0	1.1	0.8	-	0.0	-	-	0.0
Prince Edward Island	7.2	0.3	0.0	-	0.0	0.0	0.0	-4.4	-	-4.4	-
Nova Scotia	0.5	1.8	5.1	6.2	5.9	2.3	0.8	-0.6	-	-	-0.6
New Brunswick	2.3	1.4	2.8	2.5	2.7	-	0.8	2.0	2.3	-	0.9
Quebec	3.1	1.1	0.2	0.4	0.1	0.3	0.4	1.3	2.0	1.2	1.2
Ontario	5.7	2.4	1.4	0.8	0.5	2.4	0.2	1.3	1.3	1.3	1.2
Manitoba	2.4	2.4	0.9	1.1	1.6	0.1	2.3	1.4	-	2.0	1.1
Saskatchewan	4.4	3.3	1.1	0.9	1.2	1.2	0.8	0.8	0.8	-	-
Alberta	5.4	3.6	0.3	0.6	0.6	0.1	0.1	-2.1	-2.1	-1.6	-2.4
British Columbia	5.1	3.5	2.3	1.9	2.4	2.1	1.4	1.0	1.8	0.7	1.7
Multi-Province	6.4	3.3	3.4	3.7	3.5	-	2.7	-	-	-	-
Federal Jurisdiction	2.4	2.8	0.2	0.0	0.7	0.3	1.6	0.2	1.7	0.0	0.1
Public Sector	3.4	2.0	0.5	0.3	0.6	0.1	0.4	-0.2	-0.7	-0.5	-0.1
Private Sector	4.2	2.5	1.1	0.9	1.4	1.4	0.8	1.7	1.7	1.4	2.0

OTHER INDICATORS

(year-over-year percentage change)

	1991 1992 1993				1993		1994		1994			Year to Date	
					2	3	4	1	2	Apr	May		Jun
Average Weekly Earnings													
All Industries	4.7	2.1	1.3	1.8	1.6	1.0		1.1		1.2	1.3		
Manufacturing	4.8	3.9	2.3	2.6	2.5	1.9		2.4		2.0	1.6		
Consumer Price Index	5.6	1.5	1.8	1.7	1.7	1.8		0.6	0.0	0.2	1.4	0.0	0.0

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•B.C. Telephone	Telecommunications Wkrs. Union	11 075	June 94
•Government of New Brunswick	N.B. Nurses Union	4 372	June 94
•Government of New Brunswick	N.B. Teachers' Fed.	8 128	June 94
•Government of Newfoundland	CUPE, NAPE, Nurses	21 540	June 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions (Que. & N.B.)	1 800	Barg./Conc.	May 92
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•Canada Post	various unions	17 700	Barg./Conc.	June-Dec. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Barg./W.S.	December 93
•Alberta Healthcare	Nurses	12 000	Mediation	March 94
•Alberta Government	AUPE	41 375	Bargaining	March 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Barg./Arb.	Mar./Sept./Oct. 93
•Government of New Brunswick	N.B. Teachers' Fed.	7 500	Bargaining	August 94
Private Sector				
•CP Rail	various unions	14 000	Barg./Conc.	December 93
•Forest Ind. Rel. Ltd. et. al.	IWA	20 000	Bargaining	June 93
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	Mediation	March 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Mediation	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•B.C. Pulp & Paper Industry	various unions	10 830	Bargaining	April 94
•Sask.Wheat Pool (multi-prov.)	Grain Services	1 855	Conciliation	January 94
•New Dominion, Zehrs	UFCW, Retail Wholesale, Steelworkers	9 800	Bargaining	June 94
•Falconbridge	CAW	1 400	Bargaining	August 94
•Maritime Employers Assn., (Que.)	CUPE	900	Conciliation	December 92
•Bombardier (Canadair)	IAMAW	3 200	Conciliation	December 93
•Sydney Steel Corporation, N.S.	Steelworkers	700	On hold	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Council of Marine Carriers	CMSG/CAW/SIU	1 565	September 94
•Government of Saskatchewan	Sask. Govt. Empls. Union	9 500	September 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	September 94
•Canadian Broadcasting Corp.	FNTO	997	July 94
•City of Montreal	CUPE	4 900	June 94
•B.C. Ferry Corp.	B.C. Ferry & Marine Wkrs.	3 805	October 94
•Bell Canada	CEP	18 000	November 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

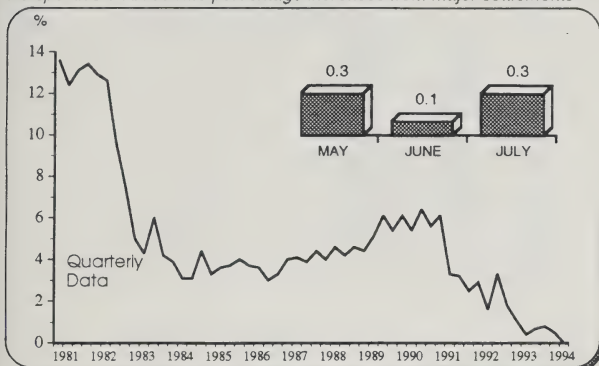


THE WAGE SETTLEMENTS BULLETIN

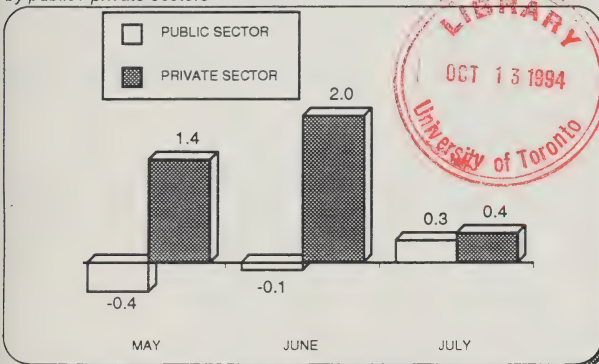
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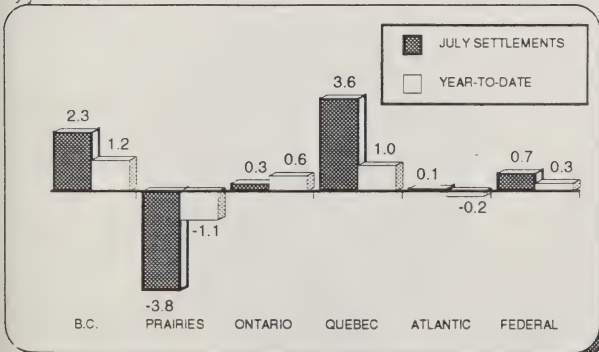
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements by public / private sectors



Base rate percentage increases from major settlements by jurisdiction



Le Bulletin est également disponible en français.

•Base rate wage adjustments from major bargaining settlements ratified during the month of July averaged **0.3 per cent** for the duration of the contract, representing an increase from the 0.1 per cent figure recorded in June but identical to the 0.3 per cent in May, 1994. The July average is consistent with the low monthly wage adjustments recorded since the first quarter of 1993.

•It should be noted, however, that there were fewer ratifications than usual in the month of July. Only 24 major collective agreements were reached in this month, covering 54,100 employees. When the parties to these settlements previously negotiated - with contract durations averaging 21.8 months - the resulting annual base rate wage increases averaged significantly higher at 2.4 per cent.

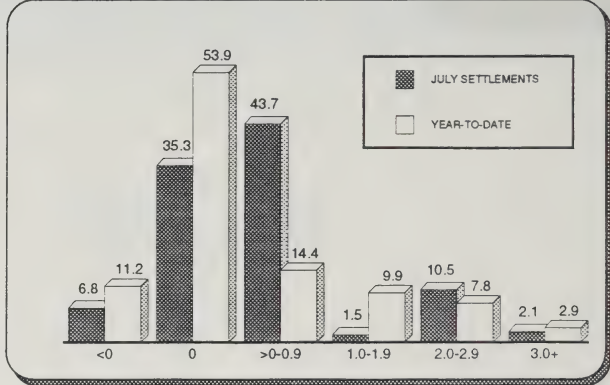
•**Public sector** base rate wage increases resulting from the 16 agreements settled in July, covering 35,200 employees (2/3 of the total), averaged **0.3 per cent**. This figure, higher than in recent months, was largely affected by three Crown Corporation settlements, representing almost 10,000 employees, which yielded an average of 0.7 per cent. Ten of the remaining settlements contained wage freezes or rollbacks.

•In the **Private sector**, 18,900 employees covered by 8 July agreements received average annual base rate wage adjustments of **0.4 per cent**. This figure is the lowest private sector average recorded since February, 1994. Wage adjustments ranged from a wage rollback of 3.8 per cent for 3,200 retail employees of the Calgary Co-op Association Limited to a wage increase of 3.6 per cent for 560 employees of Prevost Car Inc. in Ste-Claire, Quebec. Half of all private sector employees involved in July settlements were employed with the Great Atlantic & Pacific Co. Ltd., and received average annual increases of 0.3 per cent.

•On a jurisdictional basis, seven of the 24 July settlements provided 17,790 public sector employees in Newfoundland with a wage freeze. An additional four settlements in Ontario, Alberta and British Columbia contained wage freezes or rollbacks. Quebec and British Columbia recorded the highest overall increases, with average adjustments of 3.6 and 2.3% respectively. The Quebec figure, however, is based on just one agreement, Prevost Car Inc. mentioned above.

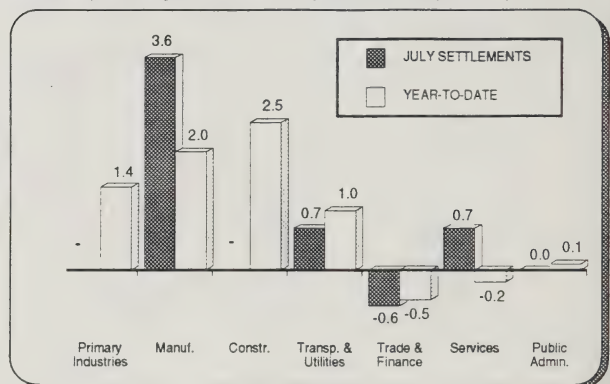
•Approximately 42 per cent of the employees covered by July settlements were subject to a wage rollback or freeze. Almost 44 per cent received increases up to 1.0 per cent, and 14 per cent received increases exceeding 1.0 per cent.

Percentage distribution of employees in July settlements by size of base rate increases



•In terms of major industry divisions, 13 settlements covering 23,000 employees in the Services sector provided an average annual base rate wage increase of 0.7 per cent. The vast majority of these employees were in the medical, educational, and related fields. Five Trade and Finance settlements, covering 13,200 employees, averaged a wage adjustment of -0.6 per cent. The remaining sectors were under-represented in the month of July.

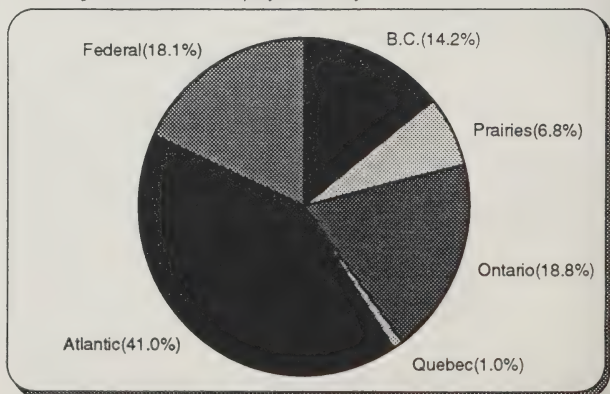
Base rate percentage increases in July settlements by industry



•The distribution of settlements by jurisdiction for the month of July is as follows:

	agts.	empls.
Atlantic provinces	8	22,162
Quebec	1	561
Ontario	4	10,188
Prairies	2	3,701
British Columbia	6	7,695
Federal	3	9,794

Percentage distribution of employees in July



MAJOR SETTLEMENTS REACHED IN JULY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (Months)	Expiry date
Manufacturing (1 agreement)	561	3.6	4.8	36.0	
Prevost Car Inc., plant empls., Ste-Claire (Que.)	561	3.6*	4.8	36	97-06-30
Transp., Comm., & Utilities (3 agreements)	9 794	0.7	0.4	36.0	
C.B.C., office & technical empls. (Que.) (2 agts.)	2 094	0.7	2.0	36	95-04-30
Canada Post, postmasters, Canada-wide	7 700	0.7*	0.0	36	96-12-31
Trade-Finance (5 agreements)	13 240	-0.6	-1.9	32.6	
T. Eaton Co. Ltd., retail empls., Victoria (B.C.)	540	2.0	2.0	12	95-01-27
Calgary Co-Op Assn., retail empls., (Alta)	3 200	-3.8	-8.0	26	96-06-30
A & P Co., retail & meat dept. empls., (Ont.) (3 agts.)	9 500	0.3	0.0	36	97-06-16
Community, Business & Personal Services (13 agreements)	23 086	0.7	0.7	28.9	
Greater Vancouver Regional District (B.C.)	830	1.8	3.5	51	96-03-26
Canadian Pacific Hotels, hospitality empls., (B.C.)	525	2.3	2.0	36	96-08-31
Continuing Care Empl. Rel. Assn., professional empls. (B.C.)	600	0.0	0.0	12	94-03-31
Continuing Care Empl. Rel. Assn., professional empls. (B.C.)	600	3.4	5.3	24	96-03-31
Hospitality Ind. Rel. Assn., service empls.,	4 600	2.5	2.5	24	96-05-31
Red Deer P.S. Dist., 104, teachers (Alta)	501	-4.2	-4.2	12	95-08-31
University of Toronto, technical empls. (Ont.)	688	0.0	0.0	12	95-06-30
Govt. of New Brunswick, nurses (N.B.)	4 372	0.5	0.0	48	97-06-30
Govt. of Newfoundland, hospital empls., (Nfld.) (4 agts.)	9 650	0.0	0.0	24	96-03-31
Govt. of Newfoundland, college instructors., (Nfld.)	640	0.0	0.0	24	96-03-31
Public Administration (2 agreements)	7 500	0.0	0.0	24.0	
Govt. of Newfoundland, office & maint. empls., (Nfld.) (2 agts.)	7 500	0.0	0.0	24	96-03-31
Agreements with COLA (2 agreements)	8 261	0.9	0.3	36.0	
Agreements without COLA (22 agreements)	45 840	0.2	-0.1	29.5	
All agreements (24 agreements)	54 101	0.3	0.0	30.5	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

All Industries/Jurisdictions	1993				1994		Year to				1994				
	1993		1993		1	2	Date		Nov	Feb	May	Jul	May	Jul	
	2	3	4						Jan	Apr					
Average Annual Increase	3.6	2.1	0.7	0.4	0.7	0.8	0.6	0.1	0.2	0.3	0.4	0.1	0.3	0.1	0.3
Non-COLA	3.4	2.0	0.4	0.3	0.5	0.3	0.3	0.0	0.1	0.2	0.1	0.0	-0.2	0.0	0.2
COLA	4.6	2.6	2.4	1.5	2.9	3.0	1.6	1.6	1.5	1.1	2.2	1.4	1.6	1.3	0.9
First Year Increase	3.6	1.8	0.5	0.2	0.7	0.6	-0.1	-0.1	-0.1	0.1	-0.2	-0.1	0.3	-0.2	0.0
Non-COLA	3.3	1.9	0.3	0.2	0.5	0.3	-0.4	-0.2	-0.2	0.1	-0.6	-0.1	0.0	-0.2	-0.1
COLA	5.0	1.6	1.8	0.8	2.2	2.3	1.1	0.8	0.9	0.5	1.7	0.7	1.1	-0.1	0.3
Industries															
Primary Industries	4.6	2.7	1.2	0.7	1.5	1.6	1.2	1.5	1.4	1.4	1.2	1.6	2.1	0.0	-
Manufacturing	3.6	2.3	2.3	1.6	1.9	2.7	2.2	1.9	2.0	1.2	1.9	2.1	2.6	1.4	3.6
Construction	5.3	3.1	0.4	0.4	2.1	0.1	2.5	2.5	2.5	0.0	2.5	-	-	-	-
Transp. & Communication	3.5	2.7	0.7	1.1	0.5	0.5	1.1	1.0	1.0	0.5	1.3	0.9	0.7	1.2	0.7
Trade-Finance	4.3	2.4	0.2	1.5	1.0	1.1	-1.5	1.5	-0.5	0.6	-1.8	0.0	2.0	1.3	-0.6
Services	3.8	1.7	0.7	0.7	0.7	0.4	0.3	-0.7	-0.2	0.2	-0.4	-0.4	-2.0	-0.4	0.7
Public Administration	3.0	2.3	0.2	0.1	0.1	0.2	0.0	0.1	0.1	0.1	0.7	0.1	0.3	0.0	0.0
Jurisdictions															
Newfoundland	2.1	0.1	0.1	0.0	1.1	0.8	-	0.0	0.0	0.8	-	0.0	-	0.0	0.0
Prince Edward Island	7.2	0.3	0.0	-	0.0	0.0	0.0	-4.4	-4.1	0.0	-	-4.4	-	-	-
Nova Scotia	0.5	1.8	5.1	6.2	5.9	2.3	0.8	-0.6	-0.5	2.2	0.8	-0.6	-	-0.6	-
New Brunswick	2.3	1.4	2.8	2.5	2.7	-	0.8	1.4	1.2	0.8	2.0	0.7	1.0	0.8	0.5
Quebec	3.1	1.1	0.2	0.4	0.1	0.3	0.4	1.3	1.0	0.0	0.7	1.3	1.2	1.2	3.6
Ontario	5.7	2.4	1.4	0.8	0.5	2.4	0.2	1.0	0.6	0.6	0.1	0.8	1.3	0.5	0.3
Manitoba	2.4	2.4	0.9	1.1	2.5	0.1	2.3	1.4	1.8	0.0	2.3	1.4	2.0	1.1	-
Saskatchewan	4.4	3.3	1.1	0.9	1.2	1.1	0.8	1.2	0.8	0.9	0.9	-	-	-	-
Alberta	5.4	3.6	0.3	0.6	0.6	0.1	0.1	-2.1	-1.8	0.1	-1.5	-2.3	-1.6	-2.4	-3.8
British Columbia	5.1	3.5	2.3	1.9	2.4	2.1	1.4	1.0	1.2	1.6	1.7	1.2	0.7	1.7	2.3
Multi-Province	6.4	3.3	3.4	3.7	3.5	-	2.5	-	2.5	-	2.5	-	-	-	-
Federal Jurisdiction	2.4	2.8	0.2	0.0	0.7	0.3	1.6	0.2	0.3	0.5	1.6	0.1	0.0	0.1	0.7
Public Sector	3.4	2.0	0.5	0.3	0.6	0.1	0.4	-0.1	0.0	0.2	0.0	-0.1	-0.4	-0.1	0.3
Private Sector	4.2	2.5	1.1	0.9	1.4	1.3	0.8	1.7	1.2	0.4	1.0	1.3	1.4	2.0	0.4

OTHER INDICATORS

(year-over-year percentage change)

Average Weekly Earnings	Year to Date Percentage Change													
	1991			1992			1993			1994			1994	
	2		3	2		3	2		3	2		3	May	Jul
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
All Industries	4.7	2.1	1.3	1.8	1.6	1.0	1.1	1.6					1.3	2.3
Manufacturing	4.8	3.9	2.3	2.6	2.5	1.9	2.4	2.0					1.6	2.5
Consumer Price Index	5.6	1.5	1.8	1.7	1.7	1.8	0.6	0.3	1.6	0.2	0.0		-0.2	0.0
														0.2

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Canada Post	various unions	17 700	July-Aug. 94
•Alberta Healthcare	United Nurses of Alberta	6 200	August 94
•Falconbridge	CAW	1 301	September 94
•Brewers Warehouse	Food Workers	5 000	September 94
•Bombardier (Canadair)	IAMAW	3 200	August 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	various unions (Que. & N.B.)	1 800	Barg./Conc.	May 92
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Barg./W.S.	December 93
•B.C. Ferry Corp.	B.C. Ferry & Marine Wkrs.	3 805	N.T.B.	October 94
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•Alberta Healthcare	Nurses	5 800	Mediation	March 94
•Alberta Government	AUPE	41 375	Bargaining	March 94
•Government of Saskatchewan	Sask. Govt. Empls. Union	9 500	Bargaining	September 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Barg./Arb.	Mar./Sept./Oct. 93
•City of Montreal	CUPE	5 100	Bargaining	December 94

Private Sector

•CP Rail	various unions	14 000	Barg./Conc.	December 93
•Forest Ind. Rel. Ltd. et. al.	IWA	20 000	Bargaining	June 93
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 500	Rot. Strike	March 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Mediation	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•B.C. Pulp & Paper Industry	various unions	10 830	Bargaining	April 94
•Sask.Wheat Pool (multi-prov.)	Grain Services	2 000	Work Stop.	January 94
•New Dominion, Zehrs	UFCW, Retail Wholesale, Steelworkers	9 800	Bargaining	June 94
•Maritime Employers Assn., (Que.)	CUPE	900	Conciliation	December 92
•Council of Marine Carriers	CMSG/CAW/SIU	1 565	N.T.B.	September 94
•Sydney Steel Corporation, N.S.	Steelworkers	700	On hold	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canadian Broadcasting Corp.	FNTU	997	July 94
•Bell Canada	CEP	18 000	November 94
•Quebec Telephone	CUPE	1 280	November 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant

number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Union wage rates: In addition to data on settlements, the Bureau compiles information on wage adjustments effective in the reference period for all workers under major collective bargaining agreements. The union wage rate includes increases, decreases and no change in wages from settlements reached in the period, from agreements reached earlier with changes deferred to the period, and from COLA clauses.

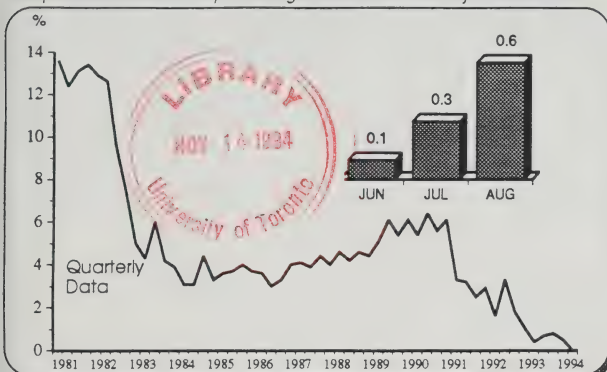


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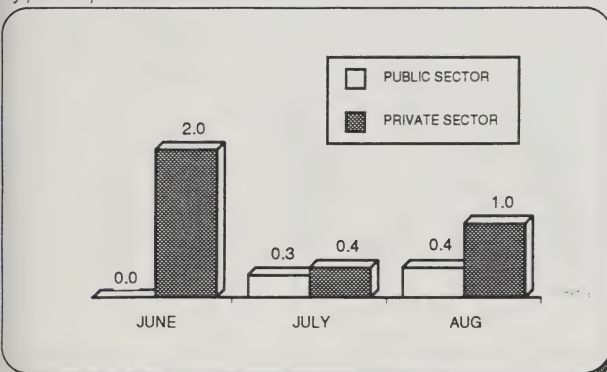
THE WAGE SETTLEMENTS BULLETIN

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Volume 5, Issue 10

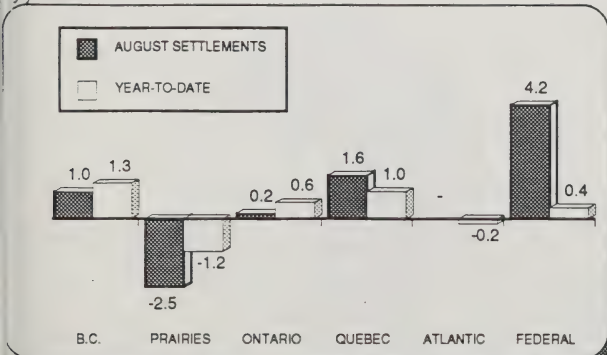
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements
by public / private sectors



Base rate percentage increases from major settlements
by jurisdiction



AUGUST 1994

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of **August averaged 0.6 per cent** for the duration of the contract. This figure represents an increase from the 0.3 per cent in July and contributes to a year-to-date average of 0.3 per cent.

•Only 14 major collective agreement settlements were reached in the month of August, covering 32,600 employees, in comparison to the 1993 monthly average of 42 settlements covering 117,700 employees. When the parties to the August, 1994, agreements previously negotiated - with contract durations averaging 22.5 months - the resulting annual base rate wage increases averaged 1.8 per cent.

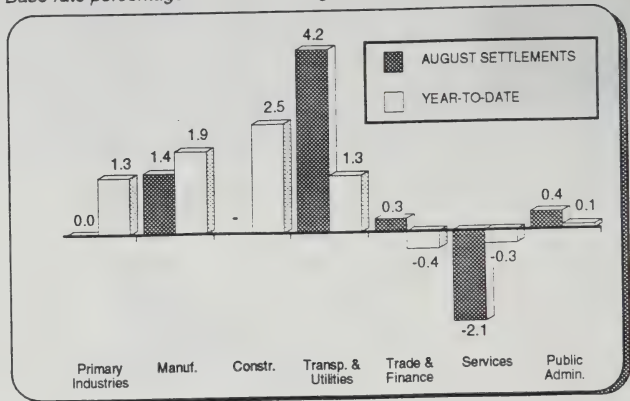
•Eight **Public sector** agreements involving 19,200 employees covered by August settlements averaged **0.4 per cent**. The August figure was largely influenced by four settlements in Alberta, with average rollbacks of 2.5 per cent, and a settlement between Canada Post and its 5,000 office employees. The Canada Post agreement provides for a general increase of 2.5 per cent over the three-year term of the contract. In addition, over half of the employees in the bargaining unit in two classifications will see their wage scales adjusted, resulting in an overall average annual base rate increase of 6.5 per cent.

•In the **Private sector** there were only six agreements, which provided 13,500 employees with an average annual base rate wage increase of **1.0 per cent**. These settlements ranged from a wage freeze for 2,635 truck drivers with CP Express and Transport in Toronto and 750 mining employees of J.M. Asbestos Inc. in Asbestos, Quebec, to a 1.8 per cent increase for 4,200 maintenance employees with Bombardier Inc. in St-Laurent, Quebec.

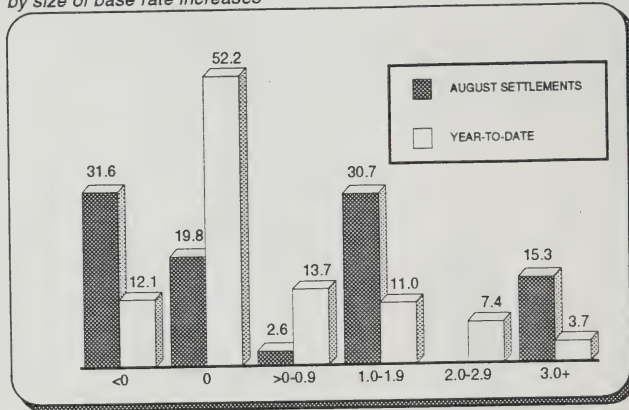
•On a jurisdictional basis, there were two settlements in Quebec averaging 1.6 per cent, four in Ontario (0.2 per cent), four in Alberta (-2.5 per cent), two in British Columbia (1.0 per cent), and two settlements in the federal jurisdiction averaging 4.2 per cent. There were no settlements in Atlantic Canada

•More than one-third of all employees involved in collective bargaining settlements in the month of August were in the Services sector, where five agreements yielded an average annual wage adjustment of -2.1 per cent. Four of these settlements were in Alberta, and the fifth was in Ontario. Three Manufacturing settlements, covering approximately 28 per cent of all employees averaged 1.4 per cent.

Base rate percentage increases in August settlements by industry



Percentage distribution of employees in August settlements by size of base rate increases

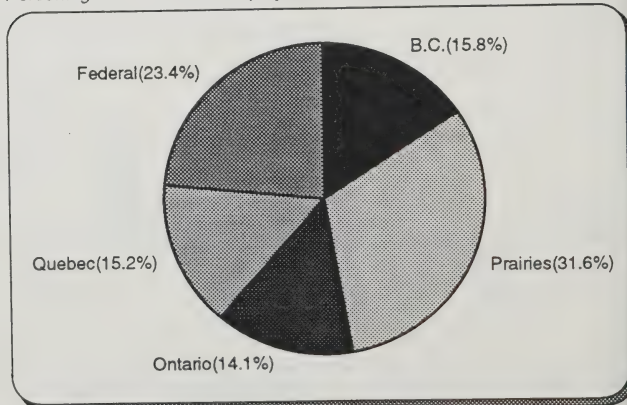


•Over half of the employees covered in eight of the 16 August settlements were subject to a wage rollback or freeze. A further third of the employees in five agreements received increases up to 1.9 per cent. The remaining employees received an average annual base rate wage increase in excess of 3.0 per cent.

•The distribution of settlements by jurisdiction for the month of August is as follows:

	agts.	empls.
Quebec	2	4,950
Ontario	4	4,587
Alberta	4	10,307
British Columbia	2	5,150
Federal	2	7,625

Percentage distribution of employees in August settlements



MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (months)	Expiry date
Primary Industries (1 agreement)	750	0.0	0.0	24.0	
J.M. Asbestos Inc., mining employees, Asbestos (Que.)	750	0.0	0.0	24	96-01-31
Manufacturing (3 agreements)	9 225	1.4	1.1	25.5	
Fish Processors Barg. Assn., packing empls., (B.C.)	4 375	1.0	1.0	12	95-04-15
Bombardier Inc., plant. & maint. empls., St-Laurent (Que.)	4 200	1.8	1.5	36	96-12-06
Kodak Canada Ltd., production empls., Toronto (Ont.)	650	1.4	0.0	48	97-11-02
Transp., Comm., & Utilities (2 agreements)	7 625	4.2	0.0	36.0	
C.P. Express and Transport, drivers, Toronto (Ont.)	2 625	0.0	0.0	36	97-08-31
Canada Post Corp., support & admin. empls., Canada-wide	5 000	6.5	0.0	36	96-09-30
Trade-Finance (1 agreement)	850	0.3	0.0	36.0	
New Dominion Stores, retail empls., (Northern Ont.)	850	0.3	0.0	36	97-07-05
Community, Business & Personal Services (5 agreements)	11 994	-2.1	-3.9	24.9	
Brd. of Sch. Trustees Dist. 7, office empls., Edmonton (Alta.)	1 300	-2.5	-4.9	24	96-08-31
Brd. of Sch. Trustees Dist. 20, teachers, Strathcona Cnty.(Alta.)	784	-5.0	-5.0	12	95-08-31
Alberta Healthcare Assn., nurses, prov-wide (Alta.)	6 223	-2.7	-5.4	24	96-03-31
University of Alberta, academic staff (Alta.)	2 000	-0.8	-1.6	24	96-06-30
York Board of Education, teachers (Ont.)	1 687	0.0	0.0	36	96-08-31
Public Administration (2 agreements)	2 175	0.4	0.4	24.0	
District of Saanich, office empls., Saanich (B.C.)	775	1.0	1.0	24	95-12-31
Ontario Housing Corp., admin & maint. empls. (Ont.)	1 400	0.0	0.0	24	95-12-31
Agreements with COLA (0 agreements)	-	-	-	-	
Agreements without COLA (14 agreements)	32 619	0.6	-1.1	27.9	
All agreements (14 agreements)	32 619	0.6	-1.1	27.9	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1994											
	1991			1992			1993			1994		
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994
All Industries/Jurisdictions												
Average Annual Increase	3.6	2.1	0.7	0.4	0.7	0.8	0.6	0.2	0.3	0.3	0.5	0.2
Non-COLA	3.4	2.0	0.4	0.3	0.5	0.3	0.3	0.0	0.1	0.1	0.1	0.1
COLA	4.6	2.6	2.4	1.5	2.9	3.0	1.6	1.7	1.6	1.5	1.7	1.3
First Year Increase	3.6	1.8	0.5	0.2	0.7	0.6	-0.1	0.0	-0.1	0.3	0.3	-0.2
Non-COLA	3.3	1.9	0.3	0.2	0.5	0.3	-0.4	-0.1	-0.2	0.1	0.1	-0.2
COLA	5.0	1.6	1.8	0.8	2.2	2.3	1.1	0.7	0.8	0.9	1.2	0.1
Industries												
Primary Industries	4.6	2.7	1.2	0.7	1.5	1.6	1.2	1.5	1.3	1.4	1.7	0.0
Manufacturing	3.6	2.3	2.3	1.6	1.9	2.7	2.2	1.9	1.9	1.7	2.0	1.5
Construction	5.3	3.1	0.4	0.4	2.1	0.1	2.5	2.5	2.5	0.0	2.5	-
Transp. & Communication	3.5	2.7	0.8	1.1	0.6	0.5	1.1	1.0	1.3	0.4	1.1	1.6
Trade-Finance	4.3	2.4	0.2	1.5	1.0	1.1	-1.5	1.5	-0.4	-1.8	1.8	-0.1
Services	3.8	1.7	0.7	0.7	0.7	0.4	0.3	-0.5	-0.3	0.4	-1.1	-0.2
Public Administration	3.0	2.3	0.2	0.1	0.1	0.2	0.0	0.1	0.1	0.1	0.5	0.0
Jurisdictions												
Newfoundland	2.1	0.1	0.1	0.0	1.1	0.8	-	0.0	0.0	0.8	0.0	0.0
Prince Edward Island	7.2	0.3	0.0	-	0.0	0.0	0.0	-4.4	-4.1	0.0	-4.4	-
Nova Scotia	0.5	1.8	5.1	6.2	5.9	2.3	0.8	-0.6	-0.5	1.7	-	-0.6
New Brunswick	2.3	1.4	2.8	2.5	2.7	-	0.8	1.4	1.2	0.8	1.8	0.7
Quebec	3.1	1.1	0.2	0.4	0.1	0.3	0.4	1.3	1.0	0.0	1.5	1.4
Ontario	5.7	2.4	1.4	0.8	0.5	2.4	0.2	1.0	0.6	0.2	1.1	0.4
Manitoba	2.4	2.4	0.9	1.1	2.5	0.1	2.3	1.4	1.8	-	2.2	1.1
Saskatchewan	4.4	3.3	1.1	0.9	1.2	0.9	0.8	2.4	1.1	0.8	0.9	2.6
Alberta	5.4	3.6	0.3	0.6	0.6	0.1	0.1	-2.1	-1.9	0.1	1.9	-2.6
British Columbia	5.1	3.5	2.3	1.9	2.4	2.1	1.4	1.2	1.3	1.5	0.8	2.1
Multi-Province	6.4	3.3	3.4	3.7	3.5	-	2.5	-	2.5	-	2.5	-
Federal Jurisdiction	2.4	2.8	0.2	0.0	0.7	0.3	1.6	0.2	0.4	0.5	1.7	0.3
Public Sector	3.4	2.0	0.5	0.3	0.6	0.1	0.4	-0.1	0.0	0.3	-0.3	0.0
Private Sector	4.2	2.5	1.1	0.9	1.4	1.3	0.8	1.7	1.2	0.3	1.6	1.2

OTHER INDICATORS

(year-over-year percentage change)

	1994											
	1991			1992			1993			1994		
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994
Union Wage Rate Index												
Average Weekly Earnings	4.7	2.1	1.3	1.8	1.6	1.0	1.1	1.6	0.3	1.1	0.1	0.2
All Industries	4.8	3.9	2.3	2.6	2.5	1.9	2.4	2.0	0.3	1.1	0.1	0.2
Manufacturing	5.6	1.5	1.8	1.7	1.7	1.8	0.6	0.0	0.3	1.1	0.1	0.2
Consumer Price Index												

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Sask.Wheat Pool (multi-prov.)	Grain Services Union	1 800	September 94
•Forest Ind. Rel. Ltd. et. al.	IWA-Canada	11 300	October 94
•B.C. Hydro	Office & Prof. Empls. Int. Union	2 900	October 94
•Alberta Healthcare	Nurses	9 362	September 94
•Alberta Government	AUPE	21 400	October 94

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post Corp.	CUPW	45 000	Bargaining	January
•Canadian Broadcasting Corp.	various unions (Que. & N.B.)	700	Bargaining	May 92
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Barg./W.S.	December 93
•B.C. Ferry Corp.	B.C. Ferry & Marine Wkrs.	3 805	Bargaining	October 94
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•Government of Saskatchewan	Sask. Govt. Empls. Union	8 000	Bargaining	September 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hydro	Prof. Admin. Empls.	7 800	Bargaining	December 94
•Ontario Hospitals	SEIU, CUPE, Ont. Nurses	70 500	Barg./Arb.	Mar./Sept./Oct. 93
•City of Montreal	CUPE	5 100	Bargaining	December 94
Private Sector				
•Bell Canada	CEP	18 000	Bargaining	Nov.-Dec. 94
•CP Rail	various unions	14 000	Bargaining	December 93
•Interior Forest Lab. Rel. Assn et. al.	IWA-Canada	12 000	Barg./Tent.	June 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Mediation	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•B.C. Pulp & Paper Industry	various unions	10 830	Bargaining	April 94
•New Dominion (Ont.)	Retail Wholesale, Steelworkers	5 400	Bargaining	June 94
•Maritime Employers Assn., (Que.)	CUPE	900	Conciliation	December 92
•Council of Marine Carriers (B.C.)	CMSG/CAW/SIU	1 565	Bargaining	September 94
•Sydney Steel Corporation (N.S.)	Steelworkers	700	On hold	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Government of Saskatchewan	Teachers	12 000	December 94
•Manitoba Health Organizations	Nurses	9 000	December 94
•City & Metro Toronto	CUPE	16 995	December 94
•G.E. Canada	United Electrical Workers	1 100	December 94
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	December 94
•National Sea Products	CAW	2 000	December 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

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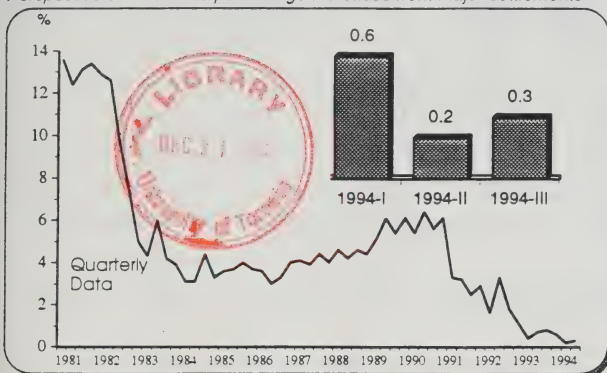
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THE WAGE SETTLEMENTS BULLETIN

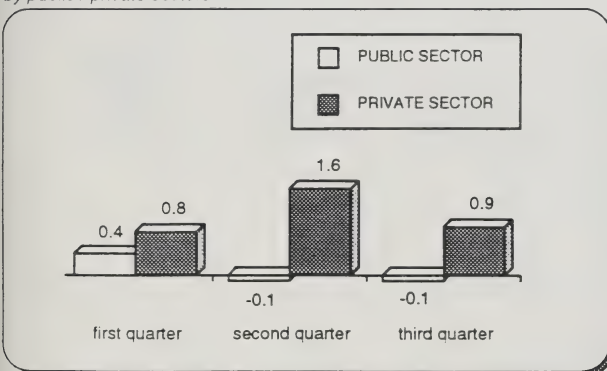
November 1994
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THIRD QUARTER 1994

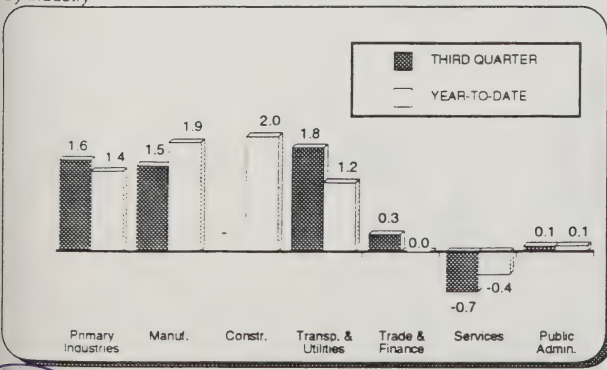
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements
by public / private sectors



Base rate percentage increases from major settlements
by industry



•Major collective bargaining settlements reached in the **third quarter of 1994** provided average annual wage adjustments of **0.3 per cent** over the contract term, up slightly from the 0.2 per cent figure for the second quarter but identical to the year-to-date average.

•Settlement activity in the third quarter of 1994 was the lightest on record, with only 58 settlements reached covering 123,100 employees. When the parties to these third-quarter settlements previously negotiated - with contract durations averaging 23.4 months - the resulting wage increases averaged 2.5 per cent, significantly higher than the 0.3 per cent reached in this round of negotiations.

•Thirty collective agreements, involving close to 50 per cent of the workers covered by the quarter's settlements, called for a wage freeze or rollback. However, this third quarter figure is lower than the 65 per cent of employees for 1993 as a whole, and the 1994 year-to-date figure of 64 per cent.

•**Public sector** wage adjustments, in 34 agreements covering 74,200 employees, averaged **-0.1 per cent** in the third quarter of 1994, consistent with the record low in the previous quarter and well below the private sector's 0.9 per cent. Twenty-six of the 34 public sector settlements, involving 52,788 employees, contained wage rollbacks or freezes.

•The **private sector's** third quarter average of **0.9 per cent** resulted from 24 agreements covering 48,900 employees; this is well below the 1.6 per cent in the second quarter and close to the 0.8 per cent in the first. Four agreements contained wage freezes or rollbacks while 14 provided for increases of up to 1.9 per cent.

•In terms of industrial sectors, almost half (26) of the settlements were in Services, and provided wage adjustments averaging -0.7 per cent. The remaining sectors showed the following average increases - Transportation and Communication: 1.8 per cent in 7 agreements; Primary Industries: 1.6 per cent in 3 agreements; Manufacturing: 1.5 per cent in 9 agreements; Trade and Finance: 0.3 per cent in 8 agreements; and Public Administration: 0.1 per cent in 5 agreements. There were no settlements in the construction industry.

SEPTEMBER 1994

•Base-rate wage adjustments from major collective bargaining settlements ratified during the month of **September** averaged **-0.1 per cent** - significantly below the 0.6 per cent in August and 0.3 per cent in July, and the lowest monthly figure on record. The September figure was largely influenced by a rollback in Alberta covering close to 27 per cent of all employees in the month's settlements.

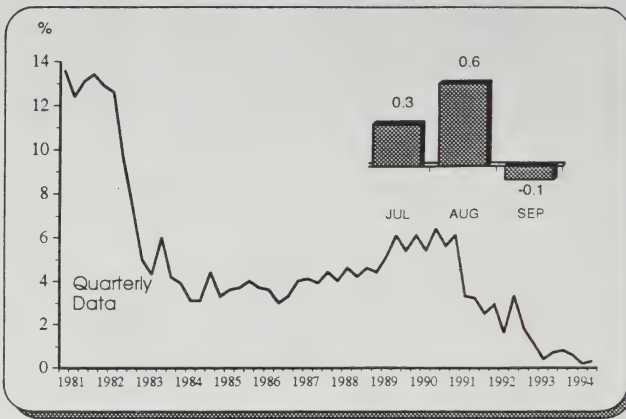
•However, the average wage adjustment of -0.1 per cent in September results from a less-than-average number of settlements and employees covered - 19 settlements covering 35,230 employees, compared to monthly averages of 42 settlements and 117,700 employees in 1993. When the parties to the September, 1994, agreements previously negotiated - with contract durations averaging 26.4 months - the resulting annual base rate wage increases averaged 2.9 per cent.

•In nine **public sector** agreements involving 18,715 employees, wage adjustments averaged **-1.4 per cent**. This figure results from settlements in three jurisdictions; 6,319 school board employees in 7 Ontario social-contract settlements had their wages frozen; in the federal jurisdiction there was a wage freeze involving 3,034 craft and service employees of AGT Ltd., and in Alberta, a rollback averaging 2.7 per cent (5.4 per cent over the 2-year contract) for 9,362 nurses with the Alberta Healthcare Association.

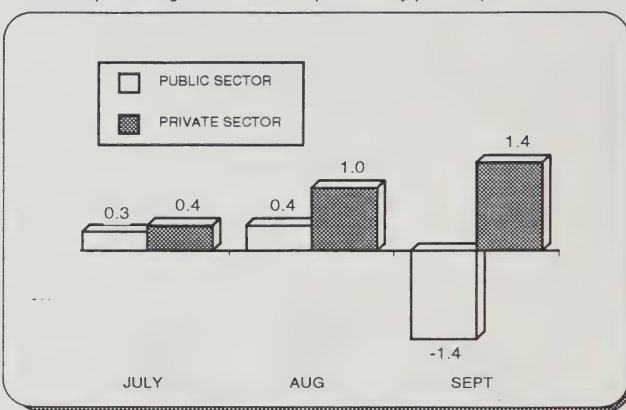
•In the **private sector** there were 10 agreements, providing 16,515 employees with wage adjustments averaging an increase of **1.4 per cent**. These settlements ranged from a wage freeze for 1,300 grain elevator employees with the Saskatchewan Wheat Pool, to an average increase of 2.4 per cent for 500 production employees of Rio Algom in Elliot Lake, Ontario.

•On a jurisdictional basis, 11 of the 19 September agreements involving over half of the employees covered by the month's settlements (including 7 under the social contract) were in Ontario, and produced an average annual wage increase of 1.0 per cent. A settlement in Alberta provided over one quarter of the employees covered by September settlements with a wage adjustment of -2.7 per cent. In three settlements in the federal jurisdiction, increases averaged 0.2 per cent.

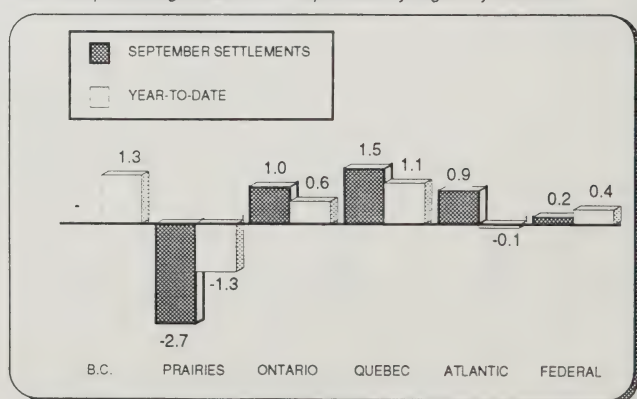
Perspective on base rate increases from major settlements



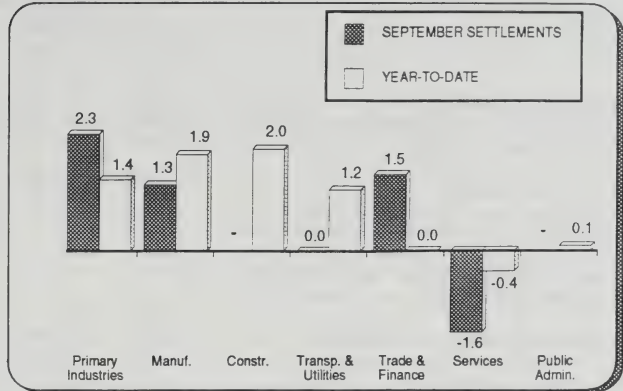
Base rate percentage increase in September by public / private sectors



Base rate percentage increase in September by region / jurisdiction

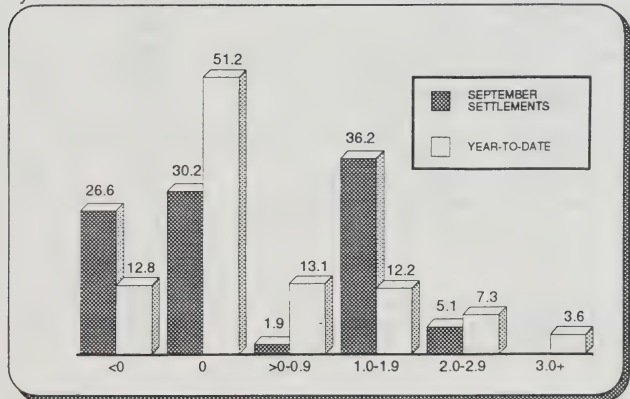


*Base rate percentage increases in September settlements
by industry*



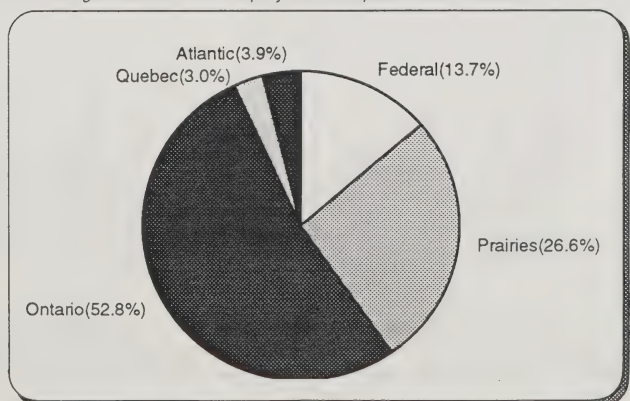
•Eight of the 19 September settlements were in the Services sector, where wage adjustments for 15,681 employees averaged -1.6 per cent. In the Manufacturing sector, 5 settlements provided 3,375 employees with an average increase of 1.3 per cent.

*Percentage distribution of employees in September settlements
by size of base rate increases*



•Almost 57 per cent of employees in 10 September agreements were subject to a wage freeze or rollback. A further 38.1 per cent in 7 agreements received increases of up to 1.9 per cent. The remaining 1,801 employees in 2 agreements received increases of 2.2 to 2.4 per cent.

Percentage distribution of employees in September settlements



•The distribution of settlements by jurisdiction for the month of September is as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic Canada	2	1,385
Quebec	2	1,040
Ontario	11	18,610
Alberta	1	9,362
Federal	3	4,834

MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (months)	Expiry date
Primary Industries (2 agreements)	1 801	2.3	2.8	31.9	
Rio Algom Ltd. production empls., Elliot Lake (Ont.)	500	2.4*	3.1	24	96-09-01
Falconbridge Ltd., miners, Falconbridge (Ont.)	1 301	2.2*	2.6	35	97-08-01
Manufacturing (5 agreements)	3375	1.3	0.6	42.3	
Spruce Falls Inc., prod. empls., Kapuskasing (Ont.)	950	1.8	0.0	60	99-09-30
Swift Textiles Canada, prod. empls., Drummondville (Que.)	540	1.6	1.0	33	96-11-14
Marconi Canada, office empls., Montreal (Que.)	500	1.3	1.0	36	97-01-06
N.B. Int. Paper & Forest Products, mill empls., (N.B.)	670	0.8	0.0	36	96-04-30
Trenton Works Inc., prod. & maint. empls., Trenton (N.S.)	715	1.0*	1.5	36	97-03-31
Transp., Comm., & Utilities (2 agreements)	4 334	0.0	0.0	24.0	
Sask. Wheat Pool, grain elev. empls., prov-wide (Sask.)	1 300	0.0	0.0	24	96-01-31
AGT Ltd., craft & service empls., (Alta.)	3 034	0.0	0.0	24	95-12-31
Trade-Finance (2 agreements)	10 040	1.5	0.6	51.1	
Zehrs Markets, retail empls., (Ont.)	5 040	1.6	1.2	66	99-12-31
Brewers Retail Inc., warehouse empls., prov-wide (Ont.)	5 000	1.4*	0.0	36	96-12-31
Community, Business & Personal Services (8 agreements)	15 681	-1.6	-3.2	24.6	
Alberta Healthcare Assn., nurses (Alta.)	9 362	-2.7	-5.4	24	96-03-31
Metro Sep. Sch. Brd., office & clerical empls., Toronto (Ont.)	693	0.0	0.0	18	96-03-31
Durham Brd. of Educ., teachers (Ont.)	2 200	0.0	0.0	24	95-08-31
Simcoe Cnty. Brd. of Educ., teachers (Ont.)	1 166	0.0	0.0	36	96-08-31
Simcoe Cnty. Brd. of Educ., office & clerical empls., (Ont.)	525	0.0	0.0	24	95-12-31
Kent Cnty Brd. of Educ., teachers (Ont.)	580	0.0	0.0	12	95-08-31
Peterborough-Victoria Brd. of Educ., teachers (Ont.)	630	0.0	0.0	24	95-08-31
Hamilton-Wentworth R.C. Sep. Sch. Brd., teachers (Ont.)	525	0.0	0.0	36	96-08-31
Agreements with COLA (4 agreements)	7 516	1.5	0.8	35.0	
Agreements without COLA (15 agreements)	27 715	-0.5	-1.6	33.9	
All agreements (19 agreements)	35 231	-0.1	-1.1	34.1	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage increases in base rates)

	Percentage increases in base rates)												Year to Date
	1991				1992				1993				
	1991	1992	1993	3	4	1	2	3	Jul	Aug	Sep		
All Industries/Jurisdictions													
Average Annual Increase	3.6	2.1	0.7	0.7	0.8	0.6	0.2	0.3	0.3	0.6	-0.1	0.3	0.3
Non-COLA	3.4	2.0	0.4	0.5	0.3	0.3	0.0	0.2	0.2	0.6	-0.5	0.1	0.1
COLA	4.6	2.6	2.5	3.0	3.0	1.6	1.7	1.2	1.0	-	1.5	1.6	1.6
First Year Increase	3.6	1.8	0.5	0.7	0.6	-0.1	0.0	-0.6	0.0	-1.1	-1.1	-0.1	-0.1
Non-COLA	3.3	1.9	0.3	0.5	0.2	-0.4	-0.1	-0.8	-0.1	-1.1	-1.6	-0.3	-0.3
COLA	5.0	1.6	1.8	2.2	2.3	1.0	0.7	0.6	0.3	-	0.8	0.8	0.8
Industries													
Primary Industries	4.6	2.7	1.2	1.5	1.6	1.2	1.5	1.6	-	0.0	2.3	1.4	1.4
Manufacturing	3.6	2.3	2.3	1.9	2.7	2.2	1.9	1.5	3.6	1.4	1.3	1.9	1.9
Construction	5.3	3.1	0.4	2.1	0.1	2.5	1.8	-	-	-	-	2.0	2.0
Transp. & Communication	3.5	2.7	0.8	0.6	0.5	1.1	1.0	1.8	0.8	4.2	0.0	1.2	1.2
Trade-Finance	4.3	2.4	0.2	1.0	1.1	-1.5	1.5	0.3	-0.6	0.3	1.5	0.0	0.0
Services	3.8	1.7	0.7	0.7	0.4	0.3	-0.5	-0.7	0.7	-2.1	-1.6	-0.4	-0.4
Public Administration	3.0	2.3	0.2	0.1	0.2	0.0	0.1	0.1	0.0	0.4	-	0.1	0.1
Jurisdictions													
Newfoundland	2.1	0.1	0.1	1.1	0.8	-	0.0	0.0	0.0	-	-	-	0.0
Prince Edward Island	7.2	0.3	0.0	0.0	0.0	0.0	-4.4	-	-	-	-	-4.1	-4.1
Nova Scotia	0.5	1.8	5.1	5.9	2.3	0.8	-0.6	1.0	-	-	1.0	-0.5	-0.5
New Brunswick	2.3	1.4	2.8	2.7	-	0.8	1.4	0.5	0.5	-	-	0.8	1.2
Quebec	3.1	1.1	0.2	0.1	0.3	0.4	1.3	1.7	3.6	1.6	1.5	1.1	1.1
Ontario	5.7	2.4	1.4	0.5	2.4	0.2	1.0	0.7	0.3	0.2	1.0	0.6	0.6
Manitoba	2.4	2.3	0.9	2.5	0.1	2.3	1.4	-	-	-	-	1.8	1.8
Saskatchewan	4.4	3.3	0.9	0.8	0.9	0.8	2.4	-	-	-	-	1.1	1.1
Alberta	5.4	3.6	0.3	0.5	0.1	0.1	-2.2	-2.7	-3.0	-2.5	-2.7	-2.0	-2.0
British Columbia	5.1	3.5	2.3	2.4	2.1	1.4	1.2	1.8	2.3	1.0	-	1.3	1.3
Multi-Province	6.8	3.3	3.4	3.5	-	2.5	-	-	-	-	-	2.5	2.5
Federal Jurisdiction	2.4	2.8	0.2	1.1	0.3	1.6	0.2	1.8	0.8	4.2	0.2	0.4	0.4
Public Sector	3.4	2.0	0.5	0.6	0.1	0.4	-0.1	-0.1	0.3	0.4	-1.4	0.0	0.0
Private Sector	4.2	2.5	1.1	1.4	1.3	0.8	1.6	0.9	0.4	1.0	1.4	1.2	1.2

OTHER INDICATORS
(year-over-year percentage change)

	1991				1992				1993				1994				Year to Date
	1991				1992				1993				1994				
	1991	1992	1993	3	4	1	2	3	Jul	Aug	Sep						
Average Weekly Earnings																	
All Industries	4.7	2.1	1.3	1.6	1.0	1.1	1.6		1.5	0.7							
Manufacturing	4.8	3.9	2.3	2.5	1.9	2.4	2.0		1.8	0.7							
Consumer Price Index	5.6	1.5	1.8	1.7	1.8	0.6	0.0	0.2	0.2	0.2	0.2				0.3		

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Guilde des manuf. de mode du Qc.	Garment Workers	1 459	October 94
•Interior Forest Lab. Rel. Assn et. al.	IWA-Canada	12 000	October 94

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•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Barg./W.S.	December 93
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Employer	Union	Number of employees	Expiry month
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•City & Metro Toronto	CUPE	17 815	December 94
•Bldg. Contr. Assn. of Que.	various unions	57 281	December 94
•National Sea Products (N.S.)	CAW	2 000	December 94

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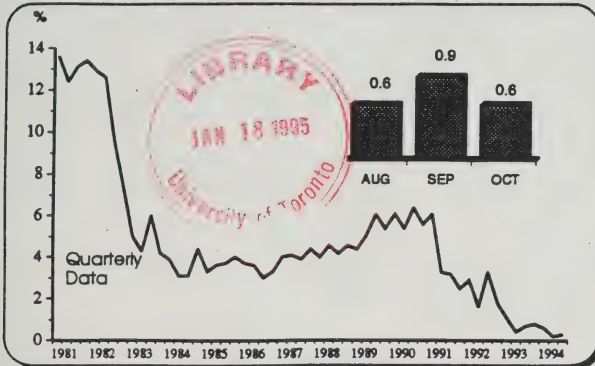
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THE WAGE SETTLEMENTS BULLETIN

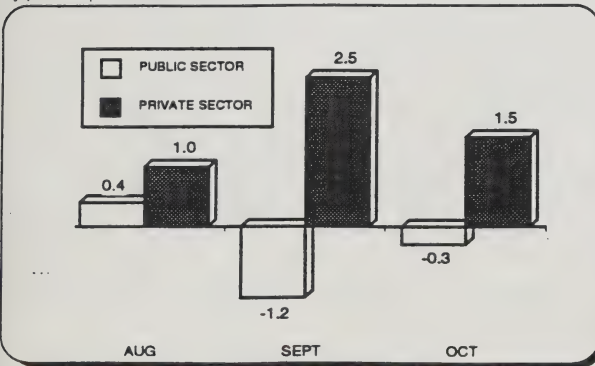
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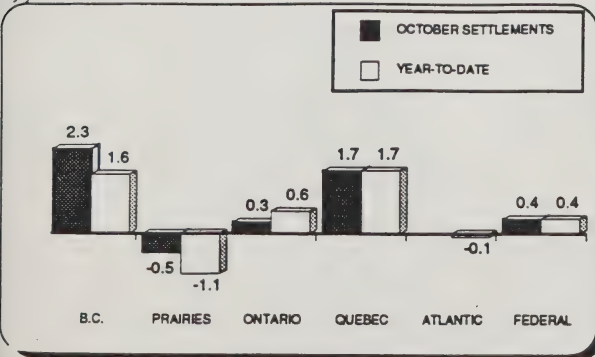
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements by public / private sectors



Base rate percentage increases from major settlements by jurisdiction



Le Bulletin est également disponible en français.

• Base-rate wage adjustments from major collective bargaining settlements ratified during the month of October averaged 0.6 per cent, lower than the revised 0.9 per cent figure in September but the same as the August average. (The September revised average was largely influenced by a late settlement/decreed providing a 3.8 per cent base-rate wage increase for 12,765 security guards in the Quebec private sector, representing almost 25 per cent of all employees in September settlements).

• The average wage adjustment of 0.6 per cent in October results from 38 settlements covering 82,520 employees. When the parties to these agreements previously negotiated - with contract durations averaging 28.5 months - the resulting annual base-rate wage increases averaged 1.5 per cent.

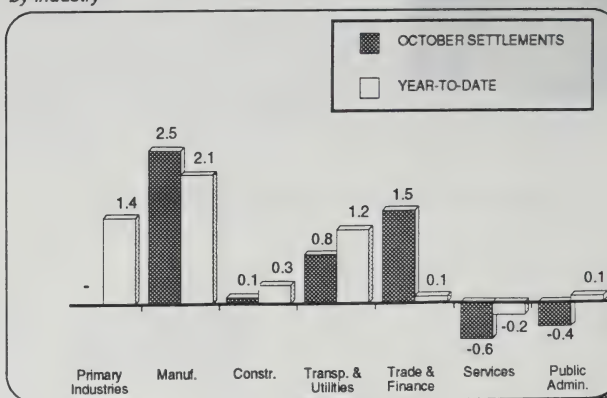
• In 26 public sector agreements, involving 39,400 employees, wage adjustments averaged -0.3 per cent, higher than the September -1.2 per cent figure but still lower than the 0.4 per cent registered in August. The October public sector average was largely influenced by 12 Alberta agreements representing 24,690 employees - almost two-thirds of all public sector employees in October settlements. Eleven of these 12 agreements provided wage reductions of 0.7 per cent; the twelfth contained a rollback of 1.3 per cent.

• The 12 private sector settlements, covering 43,120 employees, produced an average annual increase of 1.5 per cent. This increase was primarily affected by two settlements involving almost two-thirds of all private sector employees - 11,300 mill employees of Forest Industrial Relations Ltd. in British Columbia received an increase of 2.7 per cent, and 17,000 workers with employers represented by the Carpenters Employer Bargaining Agency in Ontario settled for 0.1 per cent.

• On a jurisdictional basis, 18 of the 38 October agreements, covering 30,360 employees (37 per cent of the total number of employees), took place in the Prairie provinces, and averaged -0.5 per cent. Nine British Columbia settlements, covering 25,170 employees (30 per cent of the total), averaged 2.3 per cent. Ontario's 22,420 employees received an average adjustment of 0.3 per cent in 7 agreements.

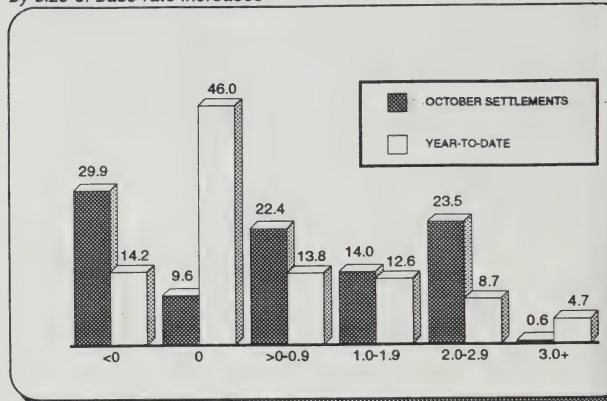
•Thirteen of the 38 October settlements were in Public Administration, where wage adjustments for 23,700 employees averaged -0.4 per cent. The 10 Community, Business and Personal Service Industries agreements averaged -0.6 per cent for 10,300 employees, and 9 Manufacturing settlements covering 23,300 employees averaged 2.5 per cent.

Base rate percentage increases in October settlements by industry



•Twenty settlements covering 36,630 employees (40 per cent of the total number of employees), contained wage freezes or rollbacks. Another 13 agreements covering 30,000 employees provided adjustments up to 1.9 per cent.

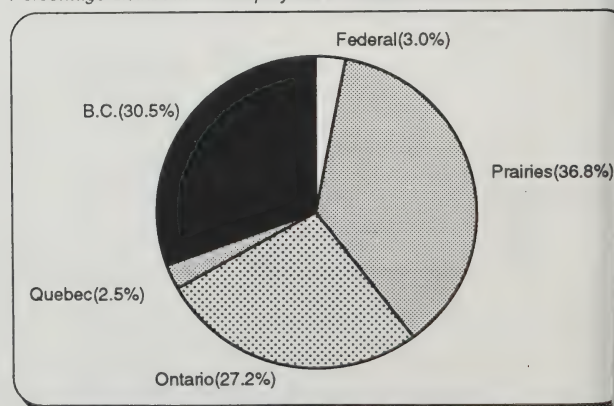
Percentage distribution of employees in October settlements by size of base rate increases



•The distribution of settlements by jurisdiction for the month of October is as follows:

	<u>agts.</u>	<u>empls.</u>
Quebec	2	2,070
Ontario	7	22,420
Prairies	18	30,360
British Columbia	9	25,170
Federal	2	2,500

Percentage distribution of employees in October settlements



MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (months)	Expiry date
Manufacturing (9 agreements)	23 321	2.5	2.7	37.1	
Forest Industrial Relations Ltd., mill empls. (B.C.)	11 300	2.7	3.0	36	97-06-14
Interior Forest Ind. Rel. Assn., mill empls. (B.C.)	4 500	2.7	3.0	36	97-06-14
Conifer, mill empls. (B.C.)	2 500	2.7	3.0	36	97-06-30
Canadian Forest Products Ltd., mill empls. (B.C.)	1 100	2.7	3.0	36	97-06-14
Intercontinental Packers, plant empls., (Sask.)	850	0.5	0.0	36	97-03-31
Royal Canadian Mint, production empls., Ottawa (Ont.)	500	1.8	3.5	36	96-12-31
Butler Metal Products, plant & maint. empls., (Ont.)	500	3.2*	4.0	36	97-09-30
Manufacture WCI, production empls., L'Assomption (Que.)	612	1.9	0.0	48	98-03-17
Guilde man. vêtements de mode, production empls. (Que.)	1 459	1.7*	0.0	48	98-05-31
Construction (1 agreement)	17 000	0.1	0.1	24.0	
Carpenters Emplr. Barg. Agency, carpenters (Ont.)	17 000	0.1	0.1	24	97-04-30
Transp., Comm., & Utilities (2 agreements)	4 900	0.8	1.2	32.3	
B.C. Hydro & Power Auth., office & clerical empls. (B.C.)	2 900	1.3	2.0	36	96-03-31
Ottawa-Carleton Reg. Transp. Comm., drivers (Ont.)	2 000	0.0	0.0	27	96-03-31
Trade-Finance (3 agreements)	3 300	1.5	0.7	49.2	
Okanagan Fed. Ship. Lab. Rel. Assn., plant empls. (B.C.)	1 000	1.5*	0.0	36	97-08-31
Zehrs Market Inc., retail empls., (Ont.)	1 500	1.7*	1.5	65	99-12-31
Oshawa Foods, retail part-time empls., (Southern Ont.)	800	1.2	0.0	36	97-07-05
Community, Business & Personal Services (10 agreements)	10 334	-0.6	-1.4	27.7	
Simon Fraser Univ., faculty (B.C.)	620	0.0	0.0	12	95-06-30
Govt. of Alta., medical/rehab., health/therapy, and educational services empls. (3 agts.) (Alta.)	2 292	-0.7	-2.3	41	97-08-31
University of Alta., office & clerical empls. (Alta.)	3 400	-1.3	-2.7	24	96-03-31
Univ. of Manitoba, tutorial staff, Winnipeg (Man.)	900	0.0	0.0	24	96-08-31
Univ. of Manitoba, service & maint. empls., Winnipeg (Man.)	500	0.0	0.0	24	96-09-30
Toronto Brd. of Educ., teachers-occasional (Ont.)	550	0.0	0.0	24	95-12-31
London Brd. of Educ., teachers-elem. (Ont.)	1 500	0.0	0.0	24	95-12-31
Windsor Brd. of Educ., teachers-secondary (Ont.)	572	0.0	0.0	36	96-08-31
Public Administration (13 agreements)	23 668	-0.4	-1.7	37.6	
B.C. Assessment Authority, office empls. (B.C.)	600	0.7	0.5	24	95-12-31
Capital Regional District, office empls., (B.C.)	650	1.0	1.0	24	95-12-31
Govt. of Alberta, public service empls. (8 agts.) (Alta.)	18 997	-0.7	-2.3	41	97-08-31
City of Saskatoon, office & clerical empls. (Sask.)	1 300	0.0	0.0	12	92-12-31
City of Saskatoon, office & clerical empls. (Sask.)	1 300	1.1	0.0	27	95-03-31
City of Winnipeg, admin. & technical empls. (Man.)	821	1.0	2.9	36	97-10-11
Agreements with COLA (4 agreements)	4 459	1.8	1.0	49.7	
Agreements without COLA (34 agreements)	78 064	0.6	0.2	32.6	
All agreements (38 agreements)	82 523	0.6	0.2	33.5	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

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CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post Corp.	CUPW	45 000	Bargaining	January 95
•Canadian Broadcasting Corp.	various unions (Que. & N.B.)	700	Barg./Conc.	May 92/Sept 92
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bar/Med/Con	May & Sept. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 91/93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Med./W.S.	December 93
•B.C. Ferry Corp.	B.C. Ferry & Marine Wkrs.	3 805	Tent. Agt.	October 94
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•Government of Saskatchewan	Sask. Govt. Empls. Union	8 000	Bargaining	September 94
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Manitoba Health Organizations	Nurses	9 000	Bargaining	December 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE, SEIU	31 000	Barg./Arb.	Sept./Oct. 93
•City & Metro Toronto	CUPE	17 815	Bargaining	December 94
•City of Montreal	CUPE	5 100	Bargaining	December 94

Private Sector

•Bell Canada	CEP	18 000	Bargaining	Nov.-Dec. 94
•CP Rail	various unions	14 000	Barg./Conc.	December 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Mediation	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•B.C. Pulp & Paper Industry	various unions	10 830	Barg./W.S.	April 94
•Council of Marine Carriers (B.C.)	CMSG/CAW/SIU	1 565	Bargaining	September 94
•New Dominion (Ont.)	Retail Wholesale, Steelworkers	5 400	Bargaining	June 94
•G.E. Canada (Ont.)	CAW	1 000	Bargaining	December 94
•Ontario Hydro	Prof. Admin. Empls.	6 800	Bargaining	December 94
•Maritime Employers Assn., (Que.)	CUPE	900	Conciliation	December 92
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	Bargaining	December 94
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Sydney Steel Corporation	Steelworkers	700	On hold	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	December 94
•Ford Electronics (Ont.)	Machinists	1 050	January 95
•L.Assoc. de l'ind. du verre plat & du fenêtrage du Qc.	IBPAT (Painters)	3 387	January 95
•Bldg. Contr. Assn. of Que.	various unions	53876	December 94
•National Sea Products (N.S.)	CAW	2 000	December 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.



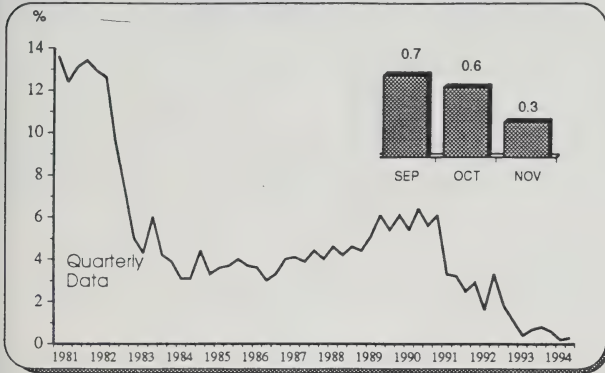
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THE WAGE SETTLEMENTS BULLETIN

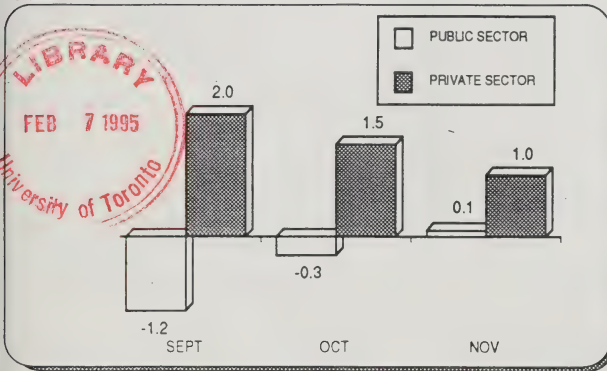
January 1995
Volume 6, Issue 1

NOVEMBER 1994

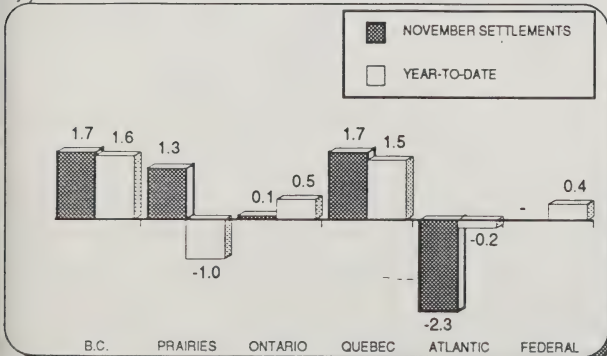
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements by public / private sectors



Base rate percentage increases from major settlements by jurisdiction



•Base-rate wage adjustments from major collective bargaining settlements ratified during the month of **November** averaged **0.3 per cent**, lower than the 0.6 per cent figure in October, and equal to the year-to-date average. The low November average largely resulted from wage freezes (or rollbacks) affecting 73 per cent of all employees covered by the month's settlements.

•The average wage adjustment of 0.3 per cent in November results from 26 settlements covering 69,575 employees. When the parties to these agreements previously negotiated - with contract durations averaging 24.9 months - the resulting annual base-rate increases averaged 6.1 per cent. (The 6.1 per cent increase was primarily the result of an unusually high settlement providing 41,000 Ontario hospital nurses with base-rate increases averaging 8.0 per cent).

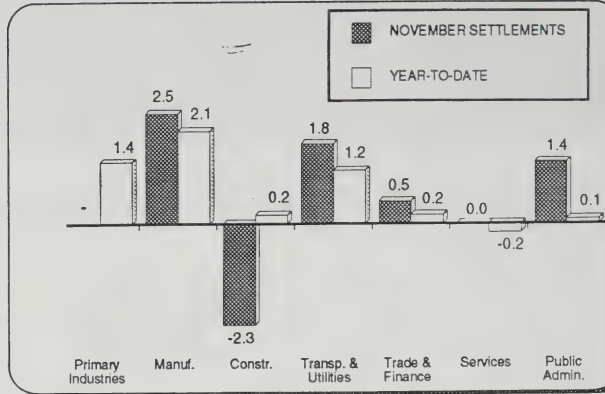
•In 10 **public sector** agreements, involving 52,310 employees, wage adjustments averaged **0.1 per cent**, higher than the -0.3 per cent in October and -1.2 per cent in September. The November public sector average, although higher than in the two previous months, included six wage freezes in Ontario and a 2.5 per cent rollback in Alberta, affecting 48,945 employees (93 per cent of all public sector employees).

•Wage adjustments in 16 **private sector** settlements produced an average annual increase of **1.0 per cent** for 17,265 employees. These settlements ranged from a 2.3 per cent rollback for 1,150 carpenters in two separate New Brunswick agreements, to an increase of 4.3 per cent for 1,200 production employees of Motor Coach Industries Ltd. in Manitoba.

•On a jurisdictional basis, almost half of the November settlements (11 of 26) took place in Ontario, and provided 56,425 employees with wage adjustments averaging 0.1 per cent. Five agreements in the Prairie provinces provided an average increase of 1.3 per cent for 5,330 employees, while 3,730 employees in British Columbia received 1.7 per cent in 5 agreements.

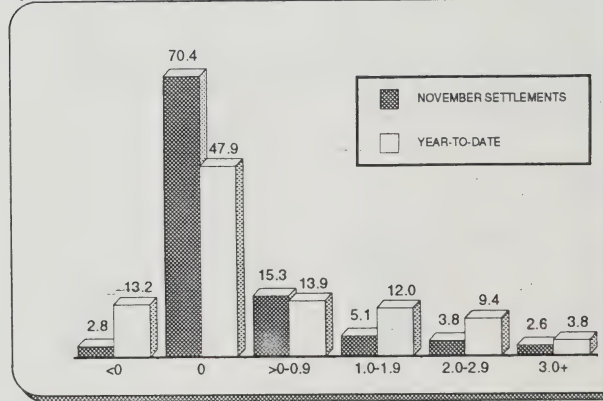
•Seven of the November settlements were in the Services sector, and provided 49,370 employees with wage adjustments averaging 0.0 per cent (including 5 wage freezes and 1 rollback). Seven Manufacturing agreements yielded an average increase of 2.5 per cent for 5,415 employees, while 10,165 employees covered by six agreements in the Trade and Finance sector received wage adjustments averaging 0.5 per cent.

Base rate percentage increases in November settlements by industry



•Ten November settlements covering 50,895 employees (73 per cent of the total number of employees) contained wage freezes or rollbacks. Another 11 agreements covering 14,205 employees provided increases up to 1.9 per cent.

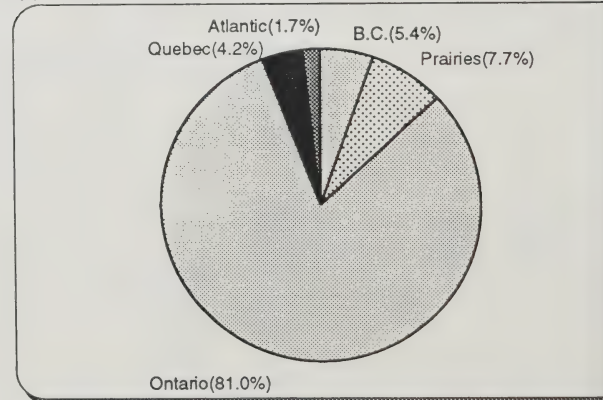
Percentage distribution of employees in November settlements by size of base rate increases



•The distribution of settlements by jurisdiction for the month of November is as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic	2	1,150
Quebec	3	2,940
Ontario	11	56,425
Prairies	5	5,330
British Columbia	5	3,730

Percentage distribution of employees in November settlements, by jurisdiction



MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (months)	Expiry date
Manufacturing (7 agreements)	5 415	2.5	2.5	39.9	
Northwood Pulp and Timber, mill empls., Houston (B.C.)	687	2.7	3.0	36	97-06-30
Weldwood of Canada Ltd., plant employees, Quesnel (B.C.)	550	2.7	3.0	36	97-06-30
Pacific Press Ltd., printing empls., Vancouver (B.C.)	870	1.3*	0.0	60	98-11-30
Versatile Farm Equipment, plant empls., Winnipeg (Man.)	608	3.7*	4.8	36	97-09-30
Motor Coach Industries Ltd., production empls., Winnipeg (Man.)	1 200	4.3	4.7	36	97-09-30
Fearmans Fresh Meats, plant empls. (Ont.)	950	0.8*	0.0	36	97-11-14
Consumers Glass Inc., plant empls., Brampton (Ont.)	550	1.5*	2.3	36	97-09-01
Construction (2 agreements)	1 150	-2.3	0.0	48.0	
Saint John Constr. Assn. Inc., carpenters, Saint John (N.B.)	650	-2.3	0.0	48	96-06-30
Moncton Northeast Constr. Assn., carpenters, Moncton (N.B.)	500	-2.3	0.0	48	96-06-30
Transp., Comm., & Utilities (1 agreement)	535	1.8	0.0	36.0	
Gaz Metropolitain, hourly empls., Montreal (Que.)	535	1.8*	0.0	36	97-09-30
Trade-Finance (6 agreements)	10 163	0.5	0.0	36.1	
Shoppers Drug Mart, retail empls., (B.C.)	650	1.7	0.0	36	97-04-30
Westfair Foods Ltd., retail empls., Winnipeg (Man.)	1 762	0.3	0.0	42	97-11-09
New Dominion Stores Inc., retail empls. (Ont.)	5 400	0.6	0.0	36	97-07-05
Canada Safeway Ltd., retail empls., Thunder Bay (Ont.)	577	0.3	0.0	36	97-09-06
Loblaws Supermarkets Ltd., retail empls., Nepean (Ont.)	800	0.0	0.0	24	96-04-28
Corp. concession. d'auto, mechanics (Que.)	974	0.7	0.0	36	97-11-02
Community, Business & Personal Services (7 agreements)	49 371	0.0	-0.1	35.2	
Caritas Health Group, non-medical empls., Edmonton (Alta.)	800	-2.5	-5.0	24	96-03-31
Univ. of Saskatchewan, academic staff, Saskatoon (Sask.)	960	1.0*	0.0	36	95-06-30
London Board of Educ., teachers-secondary (Ont.)	1 243	0.0	0.0	36	96-08-31
Ottawa Board of Educ., teachers-secondary (Ont.)	900	0.0	0.0	12	96-08-31
Frontenac Cnty Brd. of Educ., teachers-elementary (Ont.)	768	0.0	0.0	24	96-08-31
Ottawa R.C. Sep. Sch. Board, teachers-elementary (Ont.)	700	0.0	0.0	36	96-08-31
Victoria Hospital Corp. and 177 other hospitals, nurses (Ont.)	44 000	0.0	0.0	36	96-03-31
(sample agt. in joint barg. situation)					
Public Administration (3 agreements)	2 940	1.4	1.0	28.2	
British Columbia Systems Corp., office empls.(B.C.)	975	0.7	0.0	24	96-09-30
City of Etobicoke, outside empls. (Ont.)	535	0.0	0.0	15	96-03-31
Montreal Urban Community, inside empls.(Que.)	1 430	2.3*	2.0	36	97-11-30
Agreements with COLA (7 agreements)	5 903	1.7	1.2	39.5	
Agreements without COLA (19 agreements)	63 671	0.2	0.1	35.2	
All agreements (26 agreements)	69 574	0.3	0.2	35.6	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

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WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1991			1992			1993			1994			1994		
	1991			1992			1993			1994			1994		
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994	1994	1994	1994
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994	1994	1994	1994
All Industries/Jurisdictions															
Average Annual Increase	3.6	2.1	0.7	0.7	0.8	0.5	0.2	0.5	0.3	0.5	0.2	0.5	0.7	0.6	0.3
Non-COLA	3.4	2.0	0.4	0.5	0.2	0.4	0.3	0.0	0.4	0.2	0.1	0.4	0.4	0.6	0.2
COLA	4.6	2.6	2.5	3.0	3.0	1.3	1.6	1.8	1.3	1.6	1.8	1.7	1.6	1.8	1.7
First Year Increase	3.6	1.9	0.5	0.7	0.6	-0.1	0.0	-0.4	-0.1	-0.1	-0.2	0.1	-0.3	0.2	0.2
Non-COLA	3.3	2.0	0.3	0.5	0.1	-0.4	-0.1	-0.5	-0.2	-0.2	0.1	-0.2	-0.7	0.2	0.1
COLA	5.0	1.6	1.8	2.2	2.3	0.8	0.7	0.7	0.8	0.8	1.1	1.0	1.0	1.0	1.2
Industries															
Primary Industries	4.6	2.7	1.2	1.5	1.6	0.9	1.5	1.6	1.4	1.6	0.0	2.3	2.3	2.5	2.5
Manufacturing	3.6	2.3	2.3	1.9	2.7	2.2	2.0	1.5	2.1	2.0	1.6	2.4	1.3	0.1	-2.3
Construction	5.3	3.2	0.4	2.1	0.1	2.5	1.8	-	0.2	2.0	-	-0.1	-	0.8	1.8
Transp. & Communication	3.5	2.7	0.8	0.6	0.5	1.1	1.1	1.8	1.2	1.2	1.6	0.5	0.1	0.5	0.5
Trade-Finance	4.3	2.4	0.2	1.0	1.1	-1.5	1.5	0.3	0.2	1.8	-0.1	1.1	1.5	1.5	0.0
Services	3.8	1.7	0.7	0.7	0.2	0.3	-0.5	0.0	-0.2	-1.1	-0.2	0.0	0.3	-0.6	0.0
Public Administration	3.0	2.3	0.2	0.1	0.3	0.0	0.1	0.1	0.1	0.6	0.0	-0.2	-	-0.4	1.4
Jurisdictions															
Newfoundland	2.1	0.1	0.1	1.1	0.8	-	0.0	0.0	0.0	-	0.0	-	-	-	-
Prince Edward Island	7.2	0.3	0.0	0.0	0.0	0.0	-4.4	-	-4.1	-	-	-	1.0	-	-
Nova Scotia	0.5	1.8	5.1	5.9	2.3	0.8	-0.6	1.0	-0.5	1.8	0.7	-1.1	0.8	-	-2.3
New Brunswick	2.3	1.4	2.8	2.7	-	0.8	1.4	0.5	1.0	1.5	1.4	2.4	2.6	1.7	1.7
Quebec	3.1	1.1	0.1	0.1	0.2	0.4	1.4	2.4	1.5	1.1	0.4	0.3	1.0	0.3	0.1
Ontario	5.7	2.4	1.4	0.5	2.4	0.2	1.0	0.7	0.5	2.2	1.1	1.5	1.0	0.4	2.3
Manitoba	2.4	2.4	0.9	2.5	0.1	2.3	1.4	-	1.7	0.9	2.6	0.6	-	0.5	1.0
Saskatchewan	4.4	3.3	1.1	1.2	0.9	0.8	2.4	-	1.0	-1.9	-2.4	-1.3	-2.5	-0.8	-2.5
Alberta	5.4	3.6	0.3	0.6	0.1	0.1	-2.0	-2.6	-1.6	0.8	2.1	2.2	-	2.3	1.7
British Columbia	5.1	3.5	2.3	2.4	2.1	1.4	1.2	1.8	1.6	2.5	-	-	-	-	-
Multi-Province	6.8	3.3	3.4	3.5	-	2.5	-	-	2.5	1.7	0.3	0.3	0.2	0.4	-
Federal Jurisdiction	2.4	2.8	0.2	0.7	0.3	1.6	0.2	1.8	0.4	1.7	0.0	-0.3	-1.2	-0.3	0.1
Public Sector	3.4	2.0	0.5	0.6	0.1	0.4	-0.1	-0.1	0.0	-0.2	0.0	-0.3	2.0	1.5	1.0
Private Sector	4.2	2.5	1.0	1.4	1.2	0.8	1.7	1.3	1.3	1.6	1.2	1.6	-	-	-

OTHER INDICATORS

(year-over-year percentage change)

	1991			1992			1993			1994			1994		
	1991			1992			1993			1994			1994		
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994	1994	1994	1994
	1991	1992	1993	1991	1992	1993	1991	1992	1993	1994	1994	1994	1994	1994	1994
Average Weekly Earnings															
All Industries	4.7	2.1	1.3	1.6	1.0	1.1	1.6	1.4	1.4				1.7	1.4	
Manufacturing	4.8	3.9	2.3	2.5	1.9	2.4	2.0	1.5	2.0				1.8	1.9	
Consumer Price Index	5.6	1.5	1.8	1.7	1.8	0.6	0.0	0.2	0.2	0.1	0.2	0.0	0.2	-0.2	0.0

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•B.C. Ferry Corp.	B.C. Ferry & Marine Wkrs.	3 805	January 95
•New Dominion (Ont.)	Retail Wholesale, Steelworkers	5 400	November 94
•G.E. Canada (Ont.)	CAW	1 000	January 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canada Post Corp.	CUPW	45 000	Tent. Agt.	January 95
•Canadian Broadcasting Corp.	various unions (Que. & N.B.)	700	Barg./Conc.	May 92/Sept 92
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 91/93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Med./W.S.	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•Government of Saskatchewan	Sask. Govt. Empls. Union	8 000	Bargaining	September 94
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Manitoba Health Organizations	Nurses	9 000	Bargaining	December 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE, SEIU	31 000	Barg./Arb.	Sept./Oct. 93
•City & Metro Toronto	CUPE	17 815	Bargaining	December 94
•City of Montreal	CUPE	5 100	Bargaining	December 94
Private Sector				
•Bell Canada	CEP	18 000	Bargaining	Nov.-Dec. 94
•CP Rail	various unions	14 000	Barg./Conc.	December 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Mediation	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•B.C. Pulp & Paper Industry	various unions	10 830	Barg./W.S.	April 94
•Council of Marine Carriers (B.C.)	CMSG/CAW/SIU	1 565	Bargaining	September 94
•Ontario Hydro	Prof. Admin. Empls.	6 800	Tent. Agt.	December 94
•Ford Electronics (Ont.)	Machinists	1 500	Bargaining	January 95
•Maritime Employers Assn., (Que.)	CUPE	900	Conciliation	December 92
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	Bargaining	December 94
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Sydney Steel Corporation	Steelworkers	700	On hold	September 93
•National Sea Products (N.S.)	CAW	2 000	Tent. Agt.	December 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Transit	Ind. Cdn. Transit Union	3 166	March 95
•Alberta Healthcare Assn.	CUPE & Health Sciences	12 835	March 95
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	December 94
•L'Assoc. de l'ind. du verre plat & du fenêtrage du Qc.	IBPAT (Painters)	3 387	January 95
•Bldg. Contr. Assn. of Que.	various unions	53876	December 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

COLLECTIVE BARGAINING IN 1995

- Collective bargaining activity in 1995 will be somewhat above the level in 1994, and about the same as in each of the years 1991 to 1993. Including negotiations expected to be carried over from 1994, there are 571 major contract negotiations which will be on the bargaining table in 1995; the employee coverage in these negotiations is 1,343,157.
- Although bargaining activity is heavier in the public and para-public sectors of the economy, (58 per cent of contracts and 66 per cent of employees), significant private sector bargaining will occur in the construction industry in Ontario, Manitoba, Alberta, Nova Scotia, Quebec and British Columbia; and to a lesser degree in the manufacturing sector in Central Canada, and the transportation and communications sectors in several provinces.
- Major public sector bargaining is largely concentrated in Quebec where all provincial sectors - health, education and public administration - have settlements expiring in mid-1995. Other public sector bargaining in 1995 includes Utilities and Telephones in all jurisdictions excluding Prince Edward Island, Newfoundland and Ontario; and some of the health, education and provincial public administration sectors in Newfoundland, Prince Edward Island, New Brunswick, Ontario, Manitoba and Alberta.
- Collective bargaining activity in 1995 will take place in an economic environment characterized by continuing economic growth, low inflation rates, and rising employment and falling unemployment rates.
- Based on its economic forecasts, the Conference Board suggests that "increased economic activity will likely result in increased employment rather than higher wages for the time being. One source of possible upward pressure on wages will be the much improved profit picture for most Canadian companies, especially exporters."
- Canadian organizations surveyed by the Conference Board in its annual compensation survey cited the following as non-wage issues for 1995, in order of priority (The Conference Board, Compensation Planning Outlook, 1995):
 - (1) Employment security;
 - (2) Outsourcing/Contracting-out;
 - (3) Technological and organizational change;
 - (4) Health-care benefits coverage/premiums;
 - (5) Pension related issues and early retirement;
 - (6) Flexible work arrangements.

KEY COLLECTIVE BARGAINING NEGOTIATIONS - 1995

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
NEWFOUNDLAND			MANITOBA		
School Teachers (elementary)	9,000	March	Construction Sector	2,200	April
Memorial University	1,850	March	Manitoba Hydro	2,400	May
* Fishery Products Intl.	1,750		Canada Safeway	4,200	May
* Nfld. & Labrador Hydro	625		Health & Education	13,200	March-Oct.
* Government of Nfld. (nurses)	4,200		* Public Sector, including Municipal	38,774	
PRINCE EDWARD ISLAND			SASKATCHEWAN		
Government of PEI	6,970	May	Sask Energy & Sask Power	1,206	Jan.
(Health, Education & Public Admin.)			Sask Tel	3,600	March
NOVA SCOTIA			Real Canadian Superstores	1,600	May
Construction Sector	4,370	April-June	* Canada Safeway	1,100	
Nova Scotia Power	1,300	March	* Public Sector, including Municipal	45,195	
* National Sea Products	2,375				
* Sydney Steel Corp.	550				
NEW BRUNSWICK			ALBERTA		
Saint John Shipbuilding	1,400	Dec.	Construction Sector	21,175	Feb.-April
Connors Bros.	1,500	Dec.	Health & Education	26,996	March-Aug.
New Brunswick Power Corp.	1,600	Sept.-Dec.	* Public Sector, including Municipal	27,117	
Government of N.B.	8,075	Jan.-Dec.			
(Health & Public Administration)					
* Government of N.B. (Health)	6,000				
QUEBEC			BRITISH COLUMBIA		
Alcan (various locations)	4,862	May	Highland Valley Copper	1,020	Sept.
Noranda	1,000	May	Quintette Operating Corp.	969	May
Reynolds	1,200	June	Fish Processors' Barg. Assoc.	4,375	April
Quebec Clothing Manufacturers	4,000	Nov.	Cominco (Trail & Kimberley)	2,500	May
Bombardier	894	Sept.	B.C. Transit	3,166	March
Hydro Quebec	15,315	Dec.	B.C. Hydro	2,000	Sept.
Public Sector, including Municipal	336,490	June	Education Sector	13,858	March-Dec.
* Molson O'Keefe	2,000		Greater Vancouver Hotel Empls.	2,200	Feb.
* Construction sector	57,281		Workers' Compensation Board	2,050	March
* Quebec Telephone	1,280		* Forestry Industry	11,705	
* City of Montreal	5,100		* Construction Sector	27,625	
			* Education Sector	21,882	
			* City of Vancouver	5,320	
ONTARIO			FEDERAL		
Cuddy Foods	925	May	Canadian Airlines Intl.	15,632	Dec.
Maple Leaf Foods	900	March	Air Canada	9,677	April-June
Uniroyal Goodrich	950	May	B.C. Maritime Empls.	4,000	Dec.
Kaufman Footwear	1,100	Jan.	CBC (3 groups)	2,759	April-June
McDonnell Douglas Canada	1,400	Oct.	Maritime Telegraph & Telephone	2,186	Oct.
CAMI Automotive	2,305	Sept.	Manitoba Telephone System	2,800	April-July
A.G. Simpson	1,500	July	Alta. Govt. Tel.	3,250	April
Ford Electronics	1,050	Jan.	B.C. Tel	11,074	Dec.
Construction Sector	94,675	April	Bell Canada	36,247	May-Nov.
Education Sector	42,221	Mar.-Sept.	Canada Post	45,000	Jan.
* Toronto Star Newspapers	1,500		* Cape Breton Dev. Corp.	1,625	
* General Electric Canada	1,000		* CN/CP & Via Rail	47,271	
* Public Sector, including Municipal	134,764		* Council of Marine Carriers	1,400	
			* Manitoba Telephone System	2,300	
			* Unitel	1,250	
			* Government of NWT	3,200	

* 1994 or earlier expiries where negotiations were still in progress as of December 16, 1994, and are expected to be concluded in 1995.



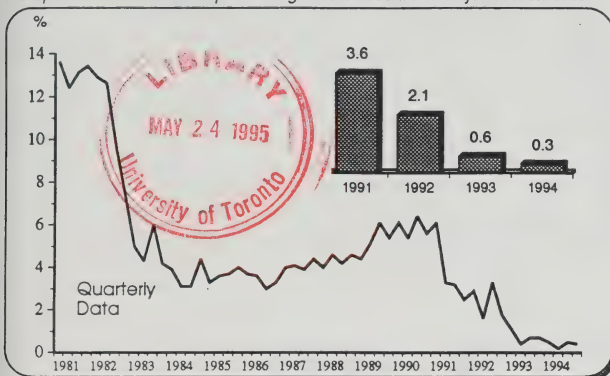
THE WAGE SETTLEMENTS BULLETIN

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February 1995
Volume 6, Issue 2

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Perspective on base rate percentage increases from major settlements



ANNUAL REVIEW AND DECEMBER 1994

Wage adjustments at record low of 0.3 per cent in 1994

Wage increases from major collective bargaining settlements at **0.3 per cent** in 1994 continued their decline from 0.6 per cent in 1993 and 2.1 per cent in 1992. (At its most recent peak in 1990, the average increase was 5.6 per cent.) The 0.3 per cent in 1994 represents the lowest annual figure on record since the series commenced in 1978; it is also the third consecutive year that a new record low is reached.

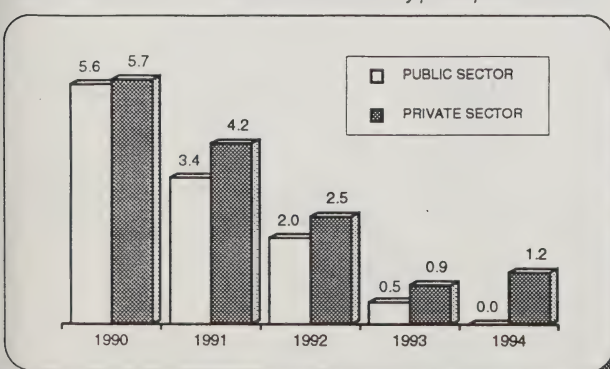
The volume of collective bargaining was lighter than usual in 1994; there were 905,660 employees covered by the 407 major settlements reached in 1994, compared to 1,417,500 in 512 settlements in 1993. When the parties to these 1994 agreements last bargained - with contract durations averaging 23.8 months - the resulting wage increases averaged 2.1 per cent, compared to the 0.3 per cent average in their 1994 settlements.

On a quarterly basis, wage increases in 1994 fluctuated as follows: first quarter, 0.5 per cent; second quarter, 0.2 per cent; third quarter, 0.5 per cent; and fourth quarter, 0.4 per cent. Until 1994, the lowest quarter on record had been 0.4 per cent in the second quarter of 1993. The decline in average annual wage increases in 1994 occurred in the public sector, several major industrial sectors, and most regions.

Public and Private Sectors

With continuing wage restraint by governments at all levels, **public sector** settlements have led the decline, with adjustments averaging a record annual low of **0.0 per cent** in 1994, compared to 0.5 per cent in 1993 and 2.0 per cent in 1992. The 275 public sector settlements reached in the year covered 660,600 employees (73 per cent of the total number of employees in the year's

Base rate increases in 1990-1994 settlements by public/private sector



settlements). Approximately 61 per cent of these employees (405,800) were involved in settlements concluded in the second quarter, with an average wage adjustment of -0.1 per cent. They included 224,300 federal public servants with a legislated wage freeze.

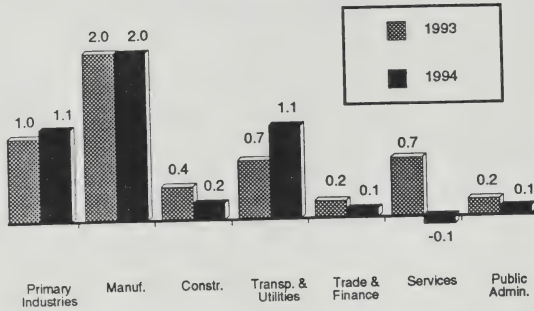
Private sector wage increases rose slightly to **1.2 per cent** in 1994, up from 0.9 per cent in 1993, but lower than the 2.5 per cent in 1992. Employee coverage in the 132 private sector settlements reached in 1994 was 245,000. The largest quarterly increase was in the second quarter, when 74,600 employees received an average annual increase of 1.4 per cent in 43 agreements.

Industry

In terms of industrial sectors, almost 43 per cent (310,800) of all employees involved in 1994 settlements were in the Community, Business and Personal Services sector, with settlements averaging -0.1 per cent, significantly below the 0.7 per cent recorded in 1993, and the 1.7 per cent in 1992. Seventy-eight Public Administration agreements, covering 315,600 employees, yielded a 0.1

per cent base rate increase, down slightly from the 1993 average of 0.2 per cent, and a significant drop from the 2.3 per cent in 1992. In the Transportation, Communication and Utilities sector, 111,200 employees in 42 agreements received adjustments averaging 1.1 per cent, up from the 0.7 per cent increase in 1993, but lower than the 2.7 per cent figure for 1992. The 68 Manufacturing settlements, covering 78,120 employees, yielded a 2.0 per cent increase, the same as in 1993, but down slightly from the 2.2 per cent in 1992. In Trade and Finance, 27 agreements produced an average 0.1 per cent wage increase for 54,835 employees, down from 0.2 per cent in 1993 and 2.4 per cent in 1992. With relatively few settlements in 1994, the Primary Industries recorded an increase of 1.1 per cent, slightly higher than the 1.0 per cent increase in 1993. In Construction, the 1994 average increase was 0.2 per cent, down from the 0.4 per cent increase in the previous year.

Base rate increases in 1993-1994 settlements, by industry



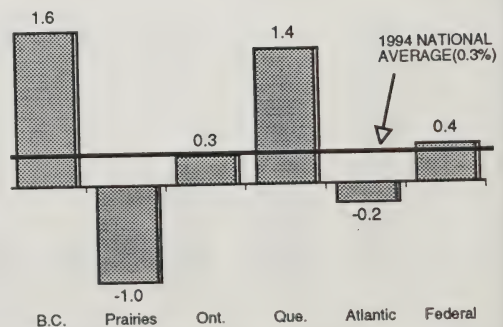
Base rate increases in 1992-1994, by industry

Industry	1992		1993		1994	
	% increase	# of empls.	% increase	# of empls.	% increase	# of empls.
Primary industries	2.7	4,339	1.0	6,338	1.1	14,586
Manufacturing	2.2	97,086	2.0	118,509	2.0	78,120
Construction	3.2	105,415	0.4	143,557	0.2	20,550
Transp., comm. & util.	2.7	196,663	0.7	136,036	1.1	111,208
Trade & Finance	2.4	51,668	0.2	53,608	0.1	54,833
Services	1.7	651,017	0.7	592,856	-0.1	310,756
Public Administration	2.3	211,924	0.2	366,596	0.1	315,606
All industries	2.1	1,318,112	0.6	1,417,500	0.3	905,659

Regions / Jurisdictions

Wage adjustments were lower in 1994 than in 1993 in all jurisdictions except Quebec, Manitoba and the Federal jurisdiction. Average wage increases rose slightly in the Federal jurisdiction to 0.4 from 0.2 per cent in the previous year. Close to 75% of the employees covered within this jurisdiction were in the Federal Public Sector (and were subject to wage freezes); the remaining employees under the Canada Labour Code received increases averaging 1.5 per cent. In Quebec, wage increases rose from 0.1 per cent in 1993 to 1.4 per cent in 1994. Public sector wage restraint in this jurisdiction was a significant factor in last year's low rate of increase; in 1994 there were only 5 public sector settlements in Quebec. Wage adjustments in the Prairie

Base rate increases in 1994 settlements by region/jurisdiction



provinces averaged -1.0 per cent in 1994, down from 0.6 per cent the previous year; in Alberta, wage adjustments decreased to an average of -1.6 per cent, from 0.3 per cent in 1993; (53 public sector agreements averaged wage adjustments of -1.7 per cent). In Atlantic Canada, wage adjustments also declined to

-0.2 per cent in 1994 from 1.7 per cent a year earlier. Wage adjustments in Ontario averaged 0.3 per cent, down from 1.3 per cent in 1993, and in British Columbia, wage adjustments averaged 1.6 per cent in 1994, down from the 2.3 per cent figure in 1993.

Base rate increases in 1992-1994, by jurisdiction

Jurisdiction	1992		1993		1994	
	% increase	# of empls.	% increase	# of empls.	% increase	# of empls.
Newfoundland	0.1	27,460	0.1	36,730	0.0	27,690
P.E.I.	0.3	7,255	0.0	5,565	-4.1	7,595
Nova Scotia	1.8	5,225	5.1	19,000	-0.5	24,875
New Brunswick	1.4	29,810	2.8	3,050	1.0	27,675
Quebec	1.1	469,299	0.1	542,284	1.4	64,579
Ontario	2.4	346,145	1.3	146,188	0.3	237,792
Manitoba	2.4	18,644	0.9	40,687	1.7	11,393
Saskatchewan	3.3	11,762	1.1	40,769	1.0	19,697
Alberta	3.6	79,948	0.3	102,364	-1.6	107,809
British Columbia	3.5	170,316	2.3	102,476	1.6	95,480
Multi-province	3.2	7,335	3.4	3,700	2.5	700
Federal	2.8	144,913	0.2	274,687	0.4	280,374
Canada	2.1	1,318,112	0.6	1,417,500	0.3	905,659

Distribution of Employees by Size of Increase

Wage freezes and rollbacks were again the main factor in the overall low 1994 average. In 1994, 48 per cent of the total number of employees were subject to a wage freeze and 13.2 per cent, to a rollback; the comparable figures for 1993 were 64.1 and 1.7 per cent respectively. Another 36.3 per cent of those

employees who settled in 1994 received increases up to 2.9 per cent, compared to 23.5 per cent the previous year. Finally, only 2.6 per cent of all employees in 1994 received increases in excess of 3 per cent, compared to 5.2 per cent in 1993.

Distribution of employees by size of wage increase

1994				
Increase Range	# of Agts.	% of Agts.	# of empls.	% of empls.
less than 0%	60	14.7	119,183	13.2
0%	172	42.3	434,698	48.0
>0%-0.9%	44	10.8	141,060	15.6
1.0%-1.9%	72	17.7	103,557	11.4
2.0%-2.9%	43	10.6	83,951	9.3
3.0%-3.9%	12	2.9	12,810	1.4
4.0%-4.9%	1	0.2	1,200	0.1
5.0%-5.9%	2	0.5	4,200	0.5
6.0%-6.9%	1	0.2	5,000	0.6
All Levels	407	100.0	905,659	100.0

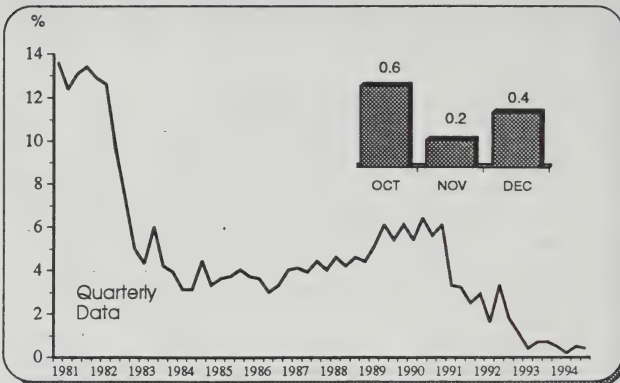
DECEMBER 1994

Wage increases from major collective bargaining settlements reached in the month of **December** averaged **0.4 per cent** over the contract term. This figure is up slightly from 0.2 per cent in November but down from October's 0.6 per cent.

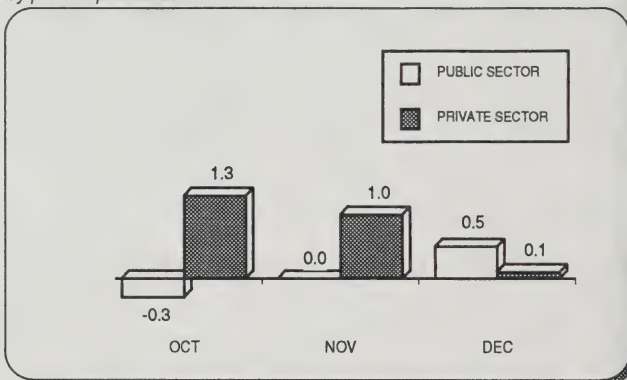
The December data are based on a review of only 10 settlements reached during the month and cover 9,040 employees. (On average, there were 34 agreements covering 75,472 employees monthly in 1994.) When the parties to these December settlements previously negotiated - with contract durations averaging 22 months - the resulting wage increases were significantly higher at 1.8 per cent, compared to the 0.4 per cent average in the December, 1994, round of negotiations.

With only 10 settlements recorded in December, historical comparisons on a public/private sector basis, by jurisdiction, or by industry would be meaningless. The 8 **public sector** settlements, covering 7,720 employees, averaged **0.5 per cent**, including four wage freezes. In the **private sector**, two settlements covering 1,320 employees averaged **0.1 per cent** and included one wage freeze. Half of the 10 December settlements, all in the public sector, took place in Ontario.

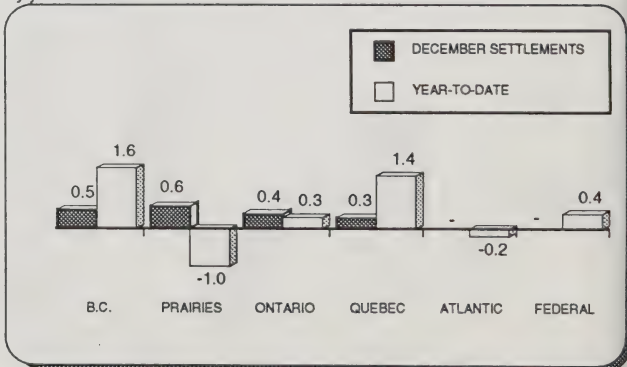
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements by public / private sectors



Base rate percentage increases from major settlements by jurisdiction



MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (months)	Expiry date
Transp., Comm., & Utilities (1 agreement)	1 425	0.0	0.0	24.0	
City of Edmonton, bus drivers, Edmonton (Alta.)	1 425	0.0	0.0	24	95-12-35
Community, Business & Personal Services (8 agreements)	6 566	0.6	0.5	20.1	
Board of Educ. Sch. Dist. 44, office & clerical empls. (B.C.)	800	1.0	0.0	30	96-06-30
Transcona-Springfield Sch. Brd., teachers (Man.)	532	2.1	2.1	12	94-12-31
Metro Sep. Sch. Brd., maintenance empls., Toronto (Ont.)	891	0.0	0.0	21	96-03-31
McMaster University, teacher's asst., Hamilton (Ont.)	1 200	0.7	1.0	24	96-08-31
Toronto Public Library, librarians (Ont.)	750	0.0	0.0	12	95-12-31
Extendicare Health Services, non-medical empls. (Ont.)	1 073	1.0	1.0	12	94-12-31
Corp. entrepreneurs ménager, maintenance empls. (Que.)	570	0.3	0.0	41	97-10-01
Pacific National Ex, serv. & maint. empls., Vancouver (B.C.)	750	0.0	0.0	12	95-12-31
Public Administration (1 agreement)	1 050	0.0	0.0	36	
Peel Reg. Brd. Comm., police officers, Brampton (Ont.)	1 050	0.0	0.0	36	95-12-31
Agreements with COLA (0 agreements)	-	-	-	-	
Agreements without COLA (10 agreements)	9 041	0.4	0.4	22.6	
All agreements (10 agreements)	9 041	0.4	0.4	22.6	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Canadian Broadcasting Corp.	CNTU	380	January 95
•Canada Post Corp.	CUPW	45 000	January 95
•Fletcher Challenge	CEP & PPWC	2 400	February 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	28 000	Barg./Conc.	December 91/93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Med./W.S.	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•B.C. Transit	Ind. Cdn. Transit Union	3 166	Bargaining	March 95
•Government of Saskatchewan	Sask. Govt. Empls. Union	8 000	Bargaining	September 94
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Manitoba Health Organizations	Nurses	9 000	Bargaining	December 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE, SEIU	31 000	Barg./Arb.	Sept./Oct. 93
•City & Metro Toronto	CUPE	17 815	Bargaining	December 94
•City of Montreal	CUPE	5 100	Bargaining	December 94
Private Sector				
•CP Rail	various unions	14 000	Barg./Conc.	December 93
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Tent. Agt.	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•B.C. Pulp & Paper Industry	various unions	8 430	Barg./W.S.	April 94
•Council of Marine Carriers (B.C.)	CMSG/CAW/SIU	1 565	Bargaining	September 94
•Ontario Hydro	Prof. Admin. Empls.	6 800	Tent. Agt.	December 94
•Ford Electronics (Ont.)	Machinists	1 500	Bargaining	January 95
•Maritime Employers Assn. (Que.)	CUPE	900	Conciliation	December 92
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	Bargaining	December 94
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Sydney Steel Corporation	Steelworkers	700	Bargaining	September 93
•National Sea Products (N.S.)	CAW	2 000	Bargaining	December 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Alberta Healthcare Assn.	CUPE & Health Sciences	12 835	March 95
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	December 94
•SaskTel	CEP	3 600	March 95
•L'Assoc. de l'ind. du verre plat & du fenêtrage du Québec	IBPAT (Painters)	3 387	January 95
•Bldg. Contr. Assn. of Que.	various unions	53 876	December 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate increases: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage increases are the average annual percentage increase in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The increases include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

MAJOR WORK STOPPAGES* - 1994

WORK STOPPAGE ACTIVITY REMAINS AT LOW LEVELS

Time not worked as a result of major work stoppages in 1994 amounted to 726,610 person-days, 0.03 per cent of estimated total working time (3 days per 10,000 worked). That percentage of estimated working time represents a marginal increase from 1993's 0.02 per cent, which was the lowest in the past fifty years. Person-days not worked in 1993 amounted to 498,680.

There were 29 major work stoppages involving 55,013 workers in 1994, compared to 25 stoppages and 73,757 workers in 1993.

A 28-day work stoppage by Newfoundland and Labrador teachers (157,700 person-days), and the continuation into 1994 of a 95-day work stoppage at various Miracle Food Mart locations in Ontario (148,660 person-days), together accounted for over 40 per cent of the total person-days not worked in 1994. Both disputes occurred during contract re-negotiation centering on job security issues, and in the case of Miracle Food Mart wage and other concessions.

A second work stoppage in Ontario involved 3,600 taxi drivers employed by the Co-Op, Metro and Diamond Cab Companies of Metropolitan Toronto. The dispute resulted from the unsuccessful negotiation of a first agreement. Following the 30-day work stoppage that resulted in 77,140 person-days not worked,

work was resumed when the Ontario Labour Relations Board agreed to arbitrate all unresolved issues.

In Saskatchewan, a 70-day work stoppage by 903 employees of the City of Saskatoon resulted in 41,920 person-days not worked. That dispute also occurred during contract re-negotiation.

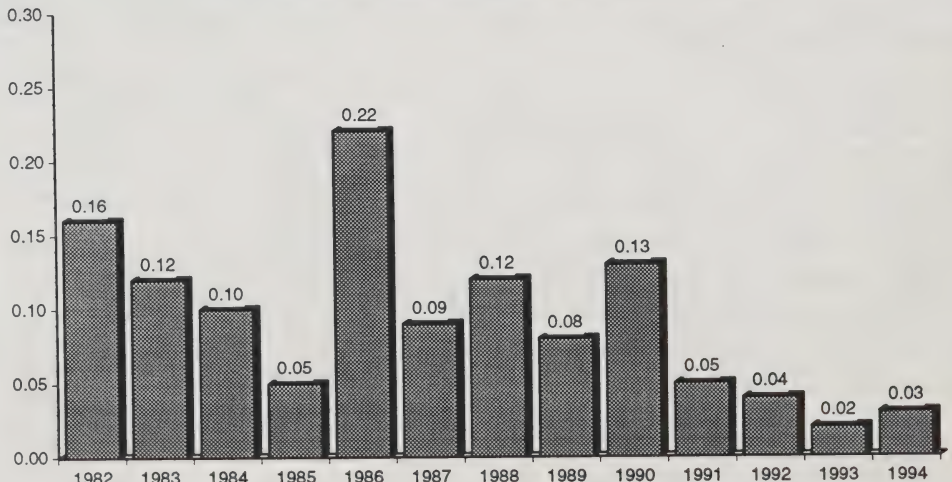
Within the federal jurisdiction, a work stoppage involving the British Columbia Maritime Employers Association and 3,500 employees represented by the International Longshoremen's and Warehousemen's Union resulted in 32,500 person-days not worked. Work resumed with the passage of the West Coast Ports Operations Act, 1994. The legislation provided for the appointment of an arbitrator to resolve the impasse.

In British Columbia, a dispute involving 900 employees of MacMillan Bloedel Ltd. continued into 1995. The work stoppage, which resulted in 31,400 person-days not worked in November and December of 1994, was initiated by the Communications, Energy and Paperworkers Union of Canada to protest delays in contract negotiations.

There were no major work stoppages in Prince Edward Island, Nova Scotia, New Brunswick and Alberta.

Chart A - MAJOR WORK STOPPAGES

Time not worked as a percentage of total working time, 1982 - 1994



* Data are based on work stoppages involving 500 or more employees.

Table A - LARGEST WORK STOPPAGES - 1994

WORK STOPPAGE EMPLOYER	PROVINCE	UNION	PERSON- DAYS
Government of Newfoundland	Newfoundland	Newfoundland and Labrador Teachers' Assn.	157,700
Miracle Food Mart	Ontario	United Food and Commercial Workers International Union	148,660
Co-Op, Metro and Diamond Taxi Companies	Ontario	United Steelworkers of America	77,140
City of Saskatoon	Saskatchewan	Canadian Union of Public Employees	41,920
British Columbia Maritime Employers Association	British Columbia	Intl. Longshoremen's and Warehousemen's Union	32,500
MacMillan Bloedel Ltd.	British Columbia	Communications, Energy and Paperworkers Union of Canada	31,400*
B.C. Hydro and Power Authority	British Columbia	Office and Professional Employees International Union	28,620
Greater Vancouver Labour Relations Association	British Columbia	B.C. Nurses' Union	24,000
Groupe Videotron Ltée	Quebec	Canadian Union of Public Employees	23,500
Health Employers Assn. of British Columbia	British Columbia	B.C. Government and Service Employees' Union	22,580*

Source: Bureau of Labour Information

* Work stoppage has continued into 1995; the totals shown represents person-days not worked in 1994 only.

Table B - MAJOR WORK STOPPAGES - 1980-1994
Person-days not worked and estimated working time

YEAR	STOPPAGES	WORKERS	PERSON- DAYS	% OF TOTAL WORKING TIME
1980	135	350,350	6,899,800	0.29
1981	100	240,972	6,169,670	0.25
1982	70	410,559	3,859,810	0.16
1983	61	279,826	2,882,110	0.12
1984	67	130,852	2,331,350	0.10
1985	56	98,252	1,348,760	0.05
1986	89	430,086	5,673,310	0.22
1987	64	531,470	2,408,490	0.09
1988	54	158,888	3,393,880	0.12
1989	67	394,351	2,177,040	0.08
1990	66	226,263	3,520,150	0.13
1991	36	218,377	1,452,400	0.05
1992	44	119,405	1,145,810	0.04
1993	25	73,757	498,680	0.02
1994	29	55,013	726 610	0.03

Source: Bureau of Labour Information

Table C - MAJOR WORK STOPPAGES BY INDUSTRY - 1994

INDUSTRY	STOPPAGES	WORKERS	PERSON-DAYS NOT WORKED
Forestry	1	500	500
Manufacturing	10	12,048	85,310
Construction	1	1,200	13,200
Transportation & Communications	7	13,870	201,240
Trade	2	7,617	150,470
Community, Business & Pers. Services	5	14,430	209,210
Public Administration	3	5,348	66,680
TOTAL	29	55,013	726,610

Source: Bureau of Labour Information

Table D - MAJOR WORK STOPPAGES BY REGION / JURISDICTION - 1994

JURISDICTION	STOPPAGES	WORKERS	PERSON-DAYS NOT WORKED
Newfoundland	1	8,300	157,700
Quebec	4	5,133	33,360
Ontario	7	15,587	262,040
Manitoba	1	620	4,340
Saskatchewan	1	903	41,920
British Columbia	12	18,543	154,070
Federal	3	5,927	73,180
TOTAL	29	55,013	726,610

Source: Bureau of Labour Information



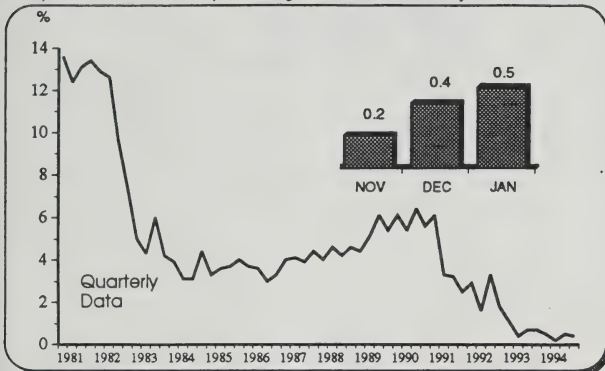
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THE WAGE SETTLEMENTS BULLETIN

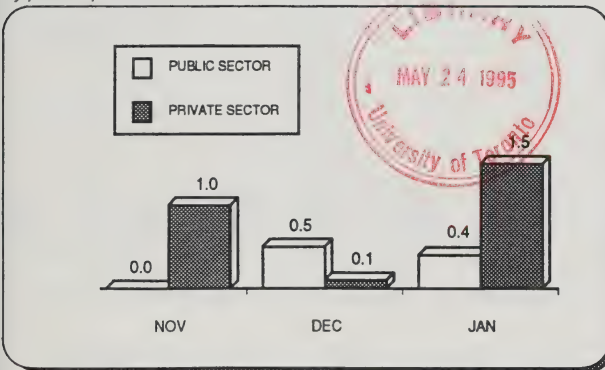
March 1995
Volume 6, Issue 3

January 1995

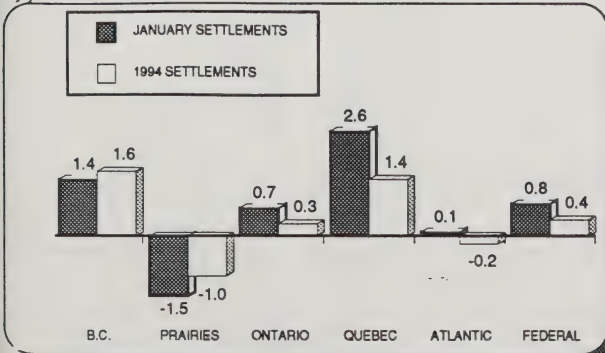
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements by public / private sectors



Base rate percentage increases from major settlements by jurisdiction



•Base-rate wage adjustments from major collective bargaining settlements ratified during the month of **January** averaged **0.5 per cent**, an increase from the 0.4 per cent in December and 0.2 per cent in November.

•The average wage adjustment of 0.5 per cent in January results from 18 agreements covering 76,900 employees. When the parties to these agreements previously negotiated - with contract durations averaging 49.3 months - the resulting increases averaged 3.0 per cent compared to the 0.5 per cent in January, 1995.

•The January figure was primarily influenced by a Canada Post settlement involving 47,900 mail carriers, with an average annual increase of 0.8 per cent. Approximately one-quarter of the employees covered by the month's settlements were subject to wage rollbacks or freezes.

•In 12 **public sector** agreements, involving 68,200 employees, wage adjustments averaged **0.4 per cent**, down slightly from the 0.5 per cent figure in December but higher than November's 0.0 per cent average. The January public sector average includes two rollbacks and two wage freezes in Alberta and six wage freezes in Newfoundland and Ontario.

•Wage adjustments in 6 **private sector** settlements resulted in an average annual increase of **1.5 per cent** for 8,700 employees, a significant increase from the 0.1 per cent in December and 1.0 per cent in November. These agreements ranged from a 0.8 per cent increase for 500 production workers with Halifax-Dartmouth Industries Ltd. in Nova Scotia to a 2.0 per cent increase for 1,350 production and maintenance workers at Kaufman Footwear in Kitchener, Ontario.

•In the federal jurisdiction, the only settlement was one involving 47,900 mail carriers with the Canada Post Corporation, who received a wage increase of 0.8 per cent. The four Prairie settlements, all in Alberta, involved rollbacks of 2.7 per cent for 5,760 nursing assistants and 1.3 per cent for 660 school board support staff, and wage freezes for 3,170 administrative and service employees and

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Canada

1,045 policemen with the city of Edmonton. Ontario's 7 settlements provided 7,085 employees with an average annual wage adjustment of 0.7 per cent and two settlements in British Columbia yielded a 1.4 per cent increase for 4,965 employees. Bargaining was light in the Atlantic provinces and Quebec, with only two and one settlements respectively.

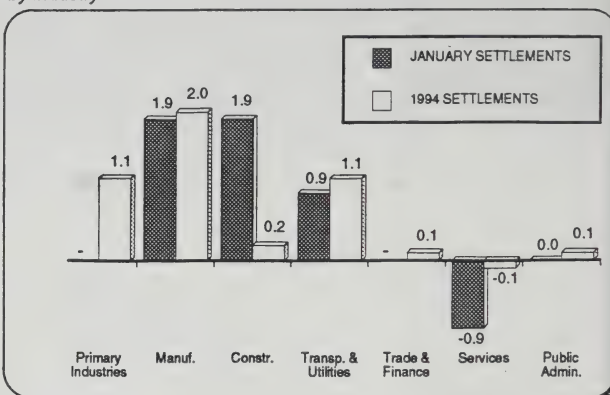
•Half of the January settlements were in the Community, Business and Personal Service Industries, and provided 16,300 employees with an average annual wage adjustment of -0.9 per cent, the lowest figure for this sector since the average adjustment of -1.6 per cent in September of 1994. Three agreements in Transportation, Communication and other Utilities yielded a 0.9 per cent wage increase for 52,600 workers. Two wage freezes in Public Administration in Alberta involved 4,200 employees. Three Manufacturing settlements covering 2,900 employees and one construction agreement with 1,000 workers provided average wage increases of 1.9 per cent in each of these two sectors. There were no settlements in the Primary Industries or in the Trade and Finance sector during the month of January.

•Approximately twenty-five per cent of the employees (19,575) received rollbacks or wage freezes in 10 agreements. A further 70 per cent (54,265 employees) in 5 settlements received adjustments between 0.1 and 1.9 per cent.

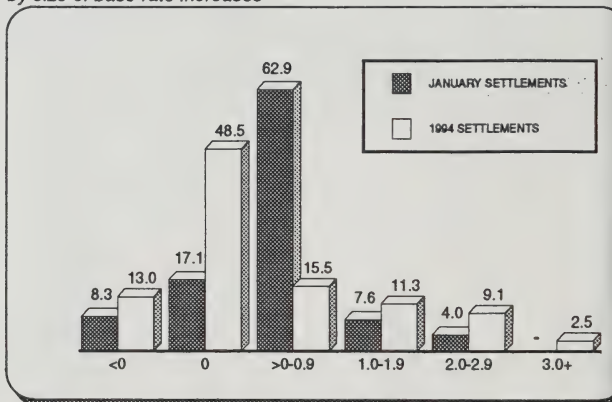
•The distribution of settlements by jurisdiction for the month of January is as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic	2	4,700
Quebec	1	735
Ontario	7	7,085
Prairies	4	10,635
British Columbia	2	4,965
Multi-prov.	1	900
Federal	1	47,900

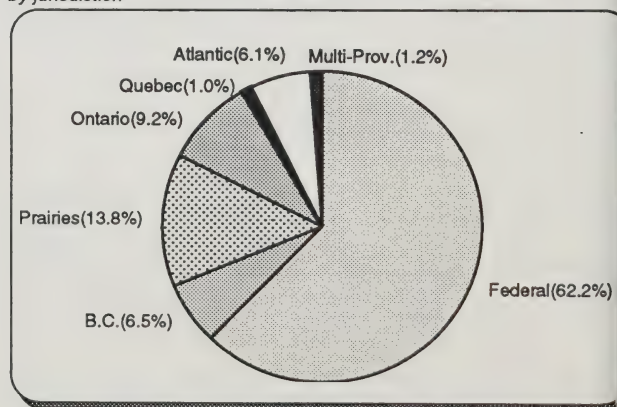
Base rate percentage increases in January settlements by industry



Percentage distribution of employees in January settlements by size of base rate increases



Percentage distribution of employees in January settlements, by jurisdiction



MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (months)	Expiry date
Manufacturing (3 agreements)	2 851	1.9	1.8	30.3	
Kaufman Footwear, production & maint. empls., Kitchener (Ont.)	1 351	2.0	2.0	24	97-01-11
General Electric Canada, production empls., Trenton (Ont.)	1 000	2.4*	2.0	38	98-02-15
Halifax-Dartmouth Industries Ltd., production empls. (N.S.)	500	0.8	1.0	32	96-12-31
Construction (1 agreement)	950	1.9	4.4	45.0	
Constr. Lab. Rel. Assn., boilermakers, Prov.-wide (B.C.)	950	1.9	4.4	45	98-01-31
Transp., Comm., & Utilities (3 agreements)	52 646	0.9	0.2	29.5	
Canada Post Corp., mail carriers & tech. empls. (Canada-wide)	47 900	0.8*	0.0	30	97-07-31
B.C. Ferry Corp., licensed personnel, west coast (B.C.)	4 013	1.3	1.5	24	96-10-31
CTCUQ (Quebec Transit), drivers, Quebec City (Que.)	733	2.6	4.3	24	96-06-30
Community, Business & Personal Services (9 agreements)	16 258	-0.9	0.0	22.8	
Non-destructive Test Mgt. Assn., technical empls. (Can.-wide)	900	1.2	0.0	29	97-04-30
Alberta Healthcare Assn., nursing asst., Prov.-wide (Alta.)	5 760	-2.7	0.0	24	95-04-15
Calgary RCSS District N° 1, clerical empls. (Alta.)	662	-1.3	0.0	24	96-08-31
Wellington Cnty Brd. of Educ., teachers-primary (Ont.)	931	0.0	0.0	12	96-08-31
Wellington Cnty Brd. of Educ., teachers-secondary (Ont.)	552	0.0	0.0	12	96-08-31
Durham Cnty Brd. of Educ., teachers-secondary (Ont.)	1 400	0.0	0.0	36	96-08-31
Niagara South Brd. of Educ., teachers-primary (Ont.)	945	0.0	0.0	12	95-08-31
Waterloo RCSS Brd., teachers-primary (Ont.)	908	0.0	0.0	12	96-08-31
Govt. of Newfoundland, nurses, Prov.-wide (Nfld.)	4 200	0.0	0.0	24	96-03-31
Public Administration (2 agreements)	4 215	0.0	0.0	21.0	
City of Edmonton, admin. & service empls., Edmonton (Alta.)	3 170	0.0	0.0	24	96-01-06
City of Edmonton, police officers, Edmonton (Alta.)	3 170	0.0	0.0	12	95-12-24
Agreements with COLA (2 agreements)	48 900	0.9	0.0	30.2	
Agreements without COLA (16 agreements)	28 020	-0.1	0.6	23.7	
All agreements (18 agreements)	76 929	0.5	0.2	27.8	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

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WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1993				1994				Year to				1994				1995			
	4				1				Date				Nov				Nov			
	1992	1993	1994	1994	1993	1994	1994	1994	1993	1994	1994	1994	1994	1994	1994	1994	1994	1994	1994	1995
All Industries/Jurisdictions																				
Average Annual Increase	2.1	0.6	0.3	0.7	0.5	0.2	0.5	0.4	0.5	0.2	0.6	0.4	0.2	0.4	0.5		0.2	0.4	0.5	
Non-COLA	2.0	0.4	0.2	0.2	0.3	0.0	0.4	0.3	-0.1	0.0	0.5	0.1	0.1	0.4	-0.1		0.1	0.4	-0.1	
COLA	2.6	2.2	1.4	2.5	1.5	1.3	1.3	1.5	0.9	1.2	1.6	0.9	1.3	-	0.9		1.3	-	0.9	
First Year Increase	1.9	0.5	-0.1	0.6	-0.1	-0.1	-0.4	0.0	0.2	-0.1	-0.3	0.2	0.1	0.4	0.2		0.1	0.4	0.2	
Non-COLA	2.0	0.3	-0.2	0.1	-0.4	-0.1	-0.5	0.0	0.6	-0.1	-0.4	0.2	0.1	0.4	0.6		0.1	0.4	0.6	
COLA	1.6	1.8	0.5	2.3	0.8	0.4	0.6	0.4	0.0	0.4	0.7	0.1	0.1	-	0.0		0.1	-	0.0	
Industries																				
Primary Industries	2.7	1.0	1.1	1.2	0.9	1.2	1.2	-	-	1.2	1.2	-	-	-	-		-	-	-	
Manufacturing	2.2	2.0	2.0	2.3	1.9	1.8	1.5	2.5	1.9	1.9	2.1	2.3	2.4	-	1.9		2.4	-	1.9	
Construction	3.2	0.4	0.2	0.1	2.5	1.8	-	-0.1	1.9	0.0	0.1	-0.4	-2.3	-	1.9		-2.3	-	1.9	
Transp. & Communication	2.7	0.7	1.1	0.4	1.1	0.9	1.8	0.7	0.9	0.8	2.1	0.9	1.3	0.0	0.9		1.3	0.0	0.9	
Trade-Finance	2.4	0.2	0.1	1.0	-1.5	1.5	0.3	0.3	-	0.0	1.0	0.5	0.5	-	-		0.5	-	-	
Services	1.7	0.7	-0.1	0.2	0.3	-0.5	0.0	-0.1	-0.9	-0.2	-0.4	-0.2	0.0	0.6	-0.9		0.0	0.6	-0.9	
Public Administration	2.3	0.2	0.1	0.3	0.0	0.1	0.1	-0.2	0.0	0.1	-0.3	0.2	0.3	0.0	0.0		0.3	0.0	0.0	
Jurisdictions																				
Newfoundland	0.1	0.1	0.0	0.6	-	0.0	0.0	-	0.0	0.0	0.0	0.0	-	-	0.0		-	-	0.0	
Prince Edward Island	0.3	0.0	-4.1	0.0	0.0	-4.4	-	-	-	-4.4	-	-	-	-	-		-	-	-	
Nova Scotia	1.8	5.1	-0.5	2.3	0.8	-0.6	1.0	-	0.8	-0.6	1.0	0.8	-	-	0.8		-	-	0.8	
New Brunswick	1.4	2.8	1.0	-	0.8	1.4	0.5	-2.3	-	0.7	0.8	-2.3	-2.3	-	-		-2.3	-	-	
Quebec	1.1	0.1	1.4	0.1	0.3	1.2	2.4	1.2	2.6	1.2	2.3	1.2	1.0	0.3	2.6		1.0	0.3	2.6	
Ontario	2.4	1.3	0.3	2.0	0.2	0.7	0.5	0.1	0.7	0.6	0.4	0.2	0.1	0.4	0.7		0.1	0.4	0.7	
Manitoba	2.4	0.9	1.7	0.1	2.3	1.4	-	1.5	-	1.4	0.4	2.2	2.2	2.1	-		2.2	2.1	-	
Saskatchewan	3.3	1.1	1.0	0.9	0.8	2.4	-	0.6	-	2.6	0.5	0.8	0.8	-	-		0.8	-	-	
Alberta	3.6	0.3	-1.6	0.1	0.1	-2.0	-2.6	-0.8	-1.5	-2.1	-1.5	-1.4	-2.5	0.0	-1.5		-2.5	0.0	-1.5	
British Columbia	3.5	2.3	1.6	2.1	1.4	1.2	1.8	2.1	1.4	1.4	2.1	1.4	1.7	0.5	1.4		1.7	0.5	1.4	
Multi-Province	3.2	3.4	2.5	-	2.5	-	-	-	1.2	-	-	1.2	-	-	1.2		-	-	1.2	
Federal Jurisdiction	2.8	0.2	0.4	0.3	1.6	0.2	1.8	0.4	0.8	0.1	2.3	0.8	-	-	0.8		-	-	0.8	
Public Sector	2.0	0.5	0.0	0.1	0.4	-0.1	-0.1	-0.1	0.4	0.0	-0.3	0.2	0.0	0.5	0.4		0.0	0.5	0.4	
Private Sector	2.5	0.9	1.2	1.1	0.7	1.4	1.3	1.2	1.5	1.1	1.5	1.1	1.0	0.1	1.5		1.0	0.1	1.5	

OTHER INDICATORS (year-over-year percentage change)

	1993				1994				Year to				1994				1995			
	4				1				Date				Nov				Nov			
	1992	1993	1994	1994	1993	1994	1994	1994	1993	1994	1994	1994	1994	1994	1994	1994	1994	1994	1994	1995
Average Weekly Earnings																				
All Industries	2.1	1.3	1.3	1.0	1.1	1.6	1.4	1.7									1.7	2.1		
Manufacturing	3.9	2.3	1.9	1.9	2.4	2.0	1.5	2.3									2.2	3.0		
Consumer Price Index																				
	1.5	1.8	0.2	1.8	0.6	0.0	0.2	0.0	0.1	0.0	0.1	0.1	-0.1	0.2	0.1		-0.1	0.2	0.1	

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•MacMillan Bloedel (B.C.)	CEP	800	March 95
•Ontario hospitals	SEIU	12 000	February 95
•Ontario Hydro	Prof. Admin Empls.	5 700	March 95
•Ford Electronics	Machinists	1 570	March 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	28 000	Barg./P.Con.	December 91/93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Med./W.S.	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•B.C. Transit	Ind. Cdn. Transit Union	3 166	Bargaining	March 95
•Government of Saskatchewan	Sask. Govt. Empls. Union	8 000	Tent. Agt.	September 94
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Manitoba Health Organizations	Nurses	9 000	Bargaining	December 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	19 000	Bargaining	September 93
•City & Metro Toronto	CUPE	17 815	Bargaining	December 94
•City of Montreal	CUPE	5 100	Bargaining	December 94

Private Sector

•CP Rail	various unions	14 000	Barg./W.S.	December 93
•Air Canada	CALPA	1 677	Bargaining	April 95
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Tent. Agt.	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•B.C. Pulp & Paper Industry	various unions	7 630	Bargaining	April 94
•Council of Marine Carriers (B.C.)	CMSG/CAW/SIU	1 565	Bargaining	September 94
•Maritime Employers Assn. (Que.)	CUPE	906	Work Stop.	December 92
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	Bargaining	December 94
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Sydney Steel Corporation	Steelworkers	700	Bargaining	September 93
•National Sea Products (N.S.)	CAW	2 000	Bargaining	December 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Alberta Healthcare Assn.	CUPE & Health Sciences & Health Care Guild	18 590	March/Apr. 95
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	December 94
•SaskTel	CEP	3 600	March 95
•L'Assoc. de l'ind. du verre plat & du fenêtrage du Quebec	IBPAT (Painters)	3 387	January 95
•Bldg. Contr. Assn. of Que.	various unions	53 876	December 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	May 95

EXPLANATORY NOTES

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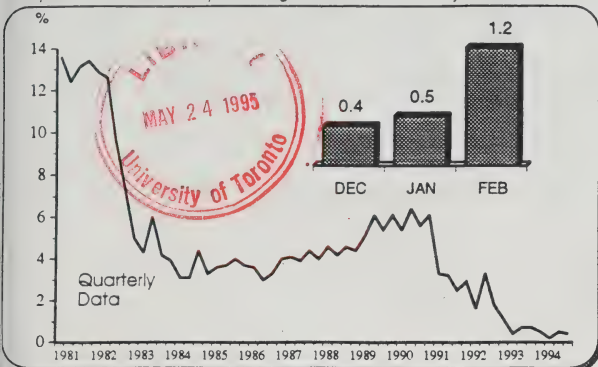
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THE WAGE SETTLEMENTS BULLETIN

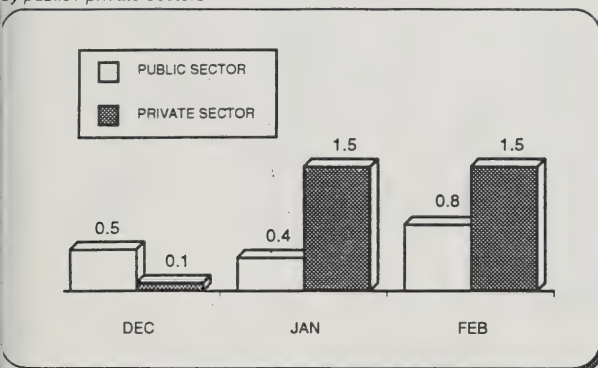
April 1995
Volume 6, Issue 4

February 1995

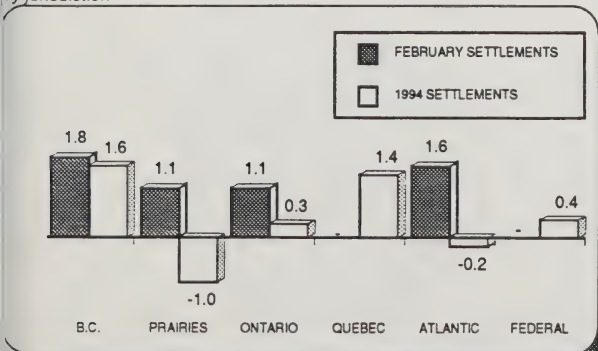
Perspective on base rate percentage increases from major settlements



Base rate percentage increases from major settlements by public / private sectors



Base rate percentage increases from major settlements by jurisdiction



•Base rate wage adjustments from major collective bargaining settlements ratified during the month of **February** averaged **1.2 per cent**, an increase from 0.5 per cent in January, 0.4 per cent in December, and 0.2 per cent in November.

•The average wage adjustment of 1.2 per cent in February results from 28 agreements covering 63,375 employees. When the parties to these agreements previously negotiated - with contract durations averaging 28.5 months - the resulting increases averaged 2.2 per cent, compared to the 1.2 per cent in February, 1995.

•In 13 **public sector** agreements involving 29,655 employees, wage adjustments averaged **0.8 per cent**, up from 0.4 per cent in January, and 0.5 per cent in December, 1994. Public sector settlements included eight agreements with wage freezes for 8,981 employees (8,211 in Ontario). At 42 hospitals in various Ontario locations, 12,000 service employees received a 1.0 per cent average annual increase in a two-year settlement. The City of Winnipeg's 5,500 office and outdoor workers received a 1.4 per cent increase in a five-year settlement.

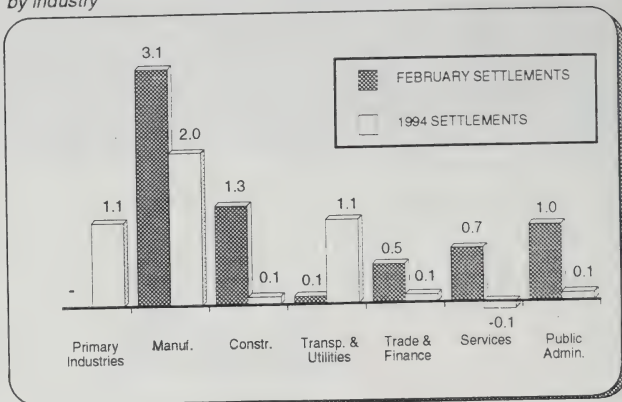
•Wage adjustments in 15 **private sector** settlements produced an average annual increase of **1.5 per cent** for 33,720 employees, the same as in January, but up from 0.1 per cent in December, 1994. There were seven wage freezes involving 9,500 employees in February's private sector settlements. In other private sector agreements, 3,600 steelworkers with Algoma Steel in Sault Ste. Marie, Ontario, received a 4.2 per cent average annual increase; 1,845 mill workers with Fletcher Challenge in Campbell River and Crofton, British Columbia, and 1,750 plant and maintenance workers with Fishery Products International in Newfoundland, 3.0 per cent; and 15,000 employees with the Electrical Trade Bargaining Agency in Ontario, 1.5 per cent.

•Ontario accounted for approximately three-quarters of all employees in February's settlements. In the province's public sector, 21,710 employees gained an average increase of 0.6 per cent in 9 agreements, while 27,250 private sector employees received an average increase of 1.5 per cent. In British Columbia, two public sector agreements covering 1,675 employees yielded an average 0.9 per cent increase, while three private sector settlements (including the two Fletcher Challenge agreements reported above), provided 2,495 employees with a 2.4 per cent average annual increase. Four Atlantic Canada agreements, all in the private sector (three in Nova Scotia and one in Newfoundland) provided 3,475 employees with an average annual wage adjustment of 1.6 per cent.

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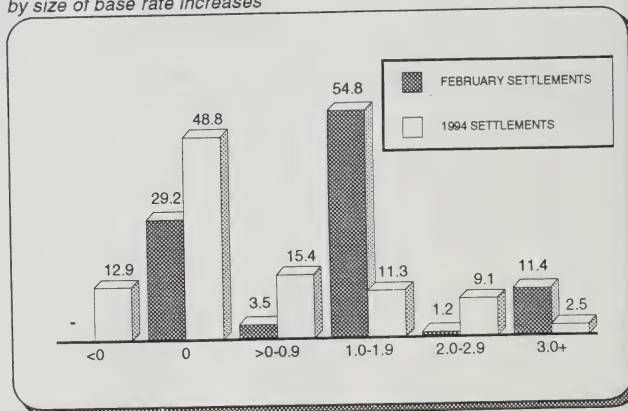
•On an industry basis, 21,100 employees in the Community, Business and Personal Services sector received adjustments averaging 0.7 per cent in 7 agreements. Six Manufacturing agreements covering 9,000 employees produced an average increase of 3.1 per cent, while another 6 agreements covering 17,700 Construction employees yielded an increase of 1.3 per cent. (The Construction sector figure results mainly from a 1.5 per cent increase to 15,000 electricians across Ontario. Wages were frozen in the remaining agreements covering 2,700 employees.) In Public Administration, 7,800 employees in 5 agreements received an average annual wage increase of 1.0 per cent, and in the Utilities sector, 5,700 professional employees with Ontario Hydro had their wages frozen.

Base rate percentage increases in February settlements by industry



•There were 15 wage freezes covering 18,481 employees (29.2 per cent of all employees) in February's 28 settlements. Another 8 settlements provided 36,949 employees (58.3 per cent of the total number of employees) with increases of less than 2.0 per cent. In the remaining 5 settlements, 7,945 employees received increases ranging from 2.0 to 4.2 per cent.

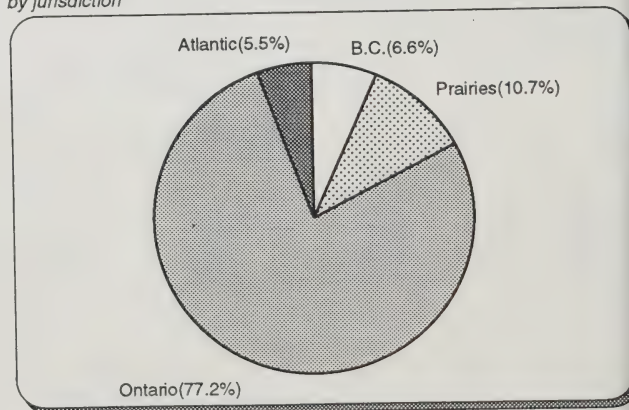
Percentage distribution of employees in February settlements by size of base rate increases



•The distribution of settlements by jurisdiction for the month of February is as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic	4	3,475
Ontario	16	48,960
Prairies	3	6,770
British Columbia	5	4,170

Percentage distribution of employees in February settlements, by jurisdiction



MAJOR SETTLEMENTS REACHED IN FEBRUARY

Industry and employer	No. of empls.	Average annual percentage inc.	First year increase	Duration (months)	Expiry date
Manufacturing (6 agreements)	9 045	3.1	3.1	29.9	
Fletcher Challenge, mill empls., Campbell River (B.C.)	1 025	3.0	3.0	36	97-04-30
Fletcher Challenge, mill empls., Crofton (B.C.)	820	3.0	3.0	36	97-04-30
Algoma Steel, production empls., Sault Ste Marie (Ont.)	3 600	4.2*	4.1	36	99-07-31
Carlton Cards Ltd., production empls., Etobicoke (Ont.)	750	2.7	2.9	36	98-01-31
Maple Lodge Farms, production empls., Norval (Ont.)	1 100	0.0	0.0	24	96-10-11
Fishery Products Int'l, plant & maint. empls. (Nfld.)	1 750	3.0	3.0	12	95-12-31
Construction (6 agreements)	17 700	1.3	0.0	33.4	
Alberta. Painting Cont. Assn., painters (B.C.)	500	0.0	0.0	24	97-04-30
Cement Masons Emplr. Barg. Agency, masons (Ont.)	600	0.0	0.0	24	97-04-30
Electrical Trade Barg. Agency, electricians (Ont.)	15 000	1.5	0.0	36	98-04-30
Plasterers Emplr. Barg. Agency, plasterers (Ont.)	500	0.0	0.0	24	97-04-30
Constr. Mgt. Bureau, trades, Cape Breton (N.S.) (2 agts.)	1 100	0.0	0.0	12	96-06-30
Transp., Comm., & Utilities (3 agreements)	7 120	0.1	0.0	26.2	
B.C. Gas Ltd., utility workers (B.C.)	650	0.7	0.0	48	98-03-31
City of Edmonton, utility workers (Alta.)	770	0.0	0.0	24	95-12-23
Ontario Hydro, professional group (Ont.)	5 700	0.0*	0.0	24	96-12-31
Trade-Finance (1 agreement)	625	0.5	4.1	48.0	
Boland's Ltd., retail empls., Truro (N.S.)	625	0.5	-4.1	48	99-01-09
Community, Business & Personal Services (7 agreements)	21 090	0.7	0.7	26.7	
B.C. Sch. Trustees Assn., office empls., Kettle Valley (B.C.)	974	0.6	0.6	24	96-06-30
Board School Trustees Dist.38, office empls. (B.C.)	700	1.2	1.5	27	96-03-31
Brant Cnty Bd. of Educ., teachers-primary (Ont.)	705	0.0	0.0	12	96-08-31
Peel Bd. of Educ., teachers-secondary (Ont.)	2 450	0.0	0.0	36	96-08-31
York Reg Bd. of Educ., teachers-primary (Ont.)	2 761	0.0	0.0	36	96-08-31
University of Ottawa, part-time academic staff (Ont.)	1 500	1.0	1.0	24	96-09-01
Sunnybrook Hospital, non-medical empls. (master agt. for 42 hospitals prov.-wide) (Ont.)	12 000	1.0	1.0	24	95-10-10
Public Administration (5 agreements)	7 795	1.0	0.0	46.3	
City of Winnipeg, inside & outside empls., Winnipeg (Man.)	5 500	1.4*	0.0	60	99-12-18
City of Scarborough, outside empls., Scarborough (Ont.)	550	0.0	0.0	15	96-03-31
City of Scarborough, office & tech. empls., Scarborough (Ont.)	540	0.0	0.0	15	96-03-31
Niagara Region Police Serv. Bd., police officers (Ont.)	520	0.0	0.0	12	94-12-31
Reg. Mun. York Police Serv. Bd., police officers (Ont.)	685	0.0	0.0	12	93-12-31
Agreements with COLA (3 agreements)	14 800	1.5	1.0	40.3	
Agreements without COLA (25 agreements)	48 575	1.1	0.5	28.9	
All agreements (28 agreements)	63 375	1.2	0.6	31.6	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Increases are calculated on the rate for a qualified worker at the bottom of the salary scale.

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WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1992				1993				1994				1995			
	4				4				1				2			
	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
All Industries/Jurisdictions	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
Average Annual Increase	2.1	0.6	0.3	0.7	0.5	0.2	0.5	0.4	0.8	0.2	0.5	0.8	0.4	0.5	1.2	
Non-COLA	2.0	0.4	0.2	0.2	0.3	0.0	0.4	0.3	0.6	0.1	0.3	0.6	0.4	-0.1	1.1	
COLA	2.6	2.2	1.4	2.5	1.5	1.3	1.3	1.5	1.0	1.3	1.5	1.0	-	0.9	1.5	
First Year Increase	1.9	0.5	-0.1	0.6	-0.1	0.0	-0.4	0.0	0.4	-0.2	-0.1	0.4	0.4	0.2	0.6	
Non-COLA	2.0	0.3	-0.2	0.1	-0.4	-0.1	-0.5	0.0	0.6	-0.2	-0.1	0.5	0.4	0.6	0.5	
COLA	1.6	1.8	0.6	2.3	0.8	0.5	0.6	0.4	0.3	0.0	0.6	0.3	-	0.0	1.0	
Industries																
Primary Industries	2.7	1.0	1.1	1.2	0.9	1.2	1.2	-	-	0.0	1.7	-	-	-	-	
Manufacturing	2.2	2.0	2.0	2.3	1.9	1.8	1.5	2.5	2.8	1.5	2.4	2.8	-	1.9	3.1	
Construction	3.2	0.4	0.1	0.1	2.5	1.8	-	-0.1	1.3	-	-0.1	1.3	-	1.9	1.3	
Transp. & Communication	2.7	0.7	1.1	0.4	1.1	0.9	1.8	0.7	0.8	1.6	0.5	0.8	0.0	0.9	0.1	
Trade-Finance	2.4	0.2	0.1	1.0	-1.5	1.5	0.3	0.3	0.5	1.0	0.8	0.5	-	-	0.5	
Services	1.7	0.7	-0.1	0.2	0.3	-0.5	0.0	-0.1	0.0	-0.1	0.0	0.1	0.6	-0.9	0.7	
Public Administration	2.3	0.2	0.1	0.3	0.0	0.1	0.1	-0.2	0.6	0.0	-0.2	0.6	0.0	0.0	1.0	
Jurisdictions																
Newfoundland	0.1	0.1	0.0	0.6	-	0.0	0.0	-	-	0.0	-	0.9	-	0.0	3.0	
Prince Edward Island	0.3	0.0	-4.1	0.0	0.0	-4.4	-	-	-	-	-	-	-	-	0.2	
Nova Scotia	1.8	5.1	-0.5	2.3	0.8	-0.6	1.0	-	0.9	-0.6	1.0	0.3	-	0.8	-	
New Brunswick	1.4	2.8	1.0	-	0.8	1.4	0.5	-2.3	0.3	0.7	-1.1	-	-	-	-	
Quebec	1.1	0.1	1.4	0.1	0.3	1.2	2.4	1.2	2.6	1.4	2.3	1.6	0.3	2.6	-	
Ontario	2.4	1.3	0.3	2.0	0.2	0.7	0.5	0.1	1.1	0.3	0.2	1.0	0.4	0.7	1.1	
Manitoba	2.4	0.9	1.7	0.1	2.3	1.4	-	1.5	1.4	1.1	1.5	1.4	2.1	-	1.4	
Saskatchewan	3.3	1.1	1.0	0.9	0.8	2.4	-	0.6	-	2.6	0.6	-	-	-	-	
Alberta	3.6	0.3	-1.6	0.1	0.1	-2.0	-2.6	-0.8	-1.4	-2.4	-1.3	-1.2	0.0	-1.5	0.0	
British Columbia	3.5	2.3	1.6	2.1	1.4	1.2	1.8	2.1	1.6	2.1	2.2	1.4	0.5	1.4	1.8	
Multi-Province	3.2	3.4	2.5	-	2.5	-	-	-	1.2	-	-	1.2	-	1.2	-	
Federal Jurisdiction	2.8	0.2	0.4	0.3	1.6	0.2	1.8	0.4	0.8	0.3	0.2	0.8	-	0.8	-	
Public Sector	2.0	0.5	0.0	0.1	0.4	-0.1	-0.1	-0.1	0.5	0.0	-0.3	0.5	0.5	0.4	0.8	
Private Sector	2.5	0.9	1.2	1.1	0.7	1.4	1.3	1.2	1.5	1.2	1.4	1.5	0.1	1.5	1.5	

OTHER INDICATORS

(year-over-year percentage change)

	1992				1993				1994				1995			
	4				4				1				2			
	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
Average Weekly Earnings	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
All Industries	2.1	1.3	1.3	1.0	1.1	1.6	1.4	1.7								
Manufacturing	3.9	2.3	1.9	1.9	2.4	2.0	1.5	2.3								
Consumer Price Index	1.5	1.8	0.2	1.8	0.6	0.0	0.2	0.0	1.2	0.2	0.0	0.8	2.1	1.3	0.2	1.8

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•B.C. Pulp & Paper Settlements	various unions	2 756	March 95
•B.C. Transit	Ind. Cdn. Transit Union	3 166	March 95
•Government of Saskatchewan	Sask. Govt. Empls. Union	8 300	March 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	28 000	Neg./Legis.	December 91/93
•City of Vancouver	CUPE & Vancouver Mun.&Reg. Empls.	5 166	Med./Tent.	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	33 000	Bargaining	June 94
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Manitoba Health Organizations	Nurses	9 000	Bargaining	December 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	19 000	Bargaining	September 93
•City & Metro Toronto	CUPE	17 815	Bargaining	December 94
•City of Montreal	CUPE	5 100	Bargaining	December 94
Private Sector				
•CP Rail	various unions	14 000	Neg./Legis.	December 93
•Bell Canada	Cnd. Tel. Empls. Assn.	17 500	Bargaining	April 95
•Air Canada	CALPA	1 677	Bargaining	April 95
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	Tent. Agt.	September 93
•B.C. Construction	various unions	28 875	Bargaining	April 94
•B.C. Pulp & Paper Industry	various unions	7 630	Bargaining	April 94
•Council of Marine Carriers (B.C.)	CMSG/SIU/CAW	1 565	Barg./Tent.	September 94
•Maritime Employers Assn. (Que.)	CUPE	906	Med aft. W.S.	December 92
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	Bargaining	December 94
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Sydney Steel Corporation	Steelworkers	700	Bargaining	September 93
•National Sea Products (N.S.)	CAW	2 000	Bargaining	December 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Air Canada	Machinists	8 000	June 95
•Prov. Health Assn. of Alberta	CUPE & Health Sciences & Health Care Guild	18 590	March/Apr. 95
•L'Assoc. de l'ind. du verre plat & du fenêtrage du Quebec	IBPAT (Painters)	3 387	January 95
•Bldg. Contr. Assn. of Que.	various unions	53 876	December 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	May 95
•Government of Quebec	various unions	200 000	June 95

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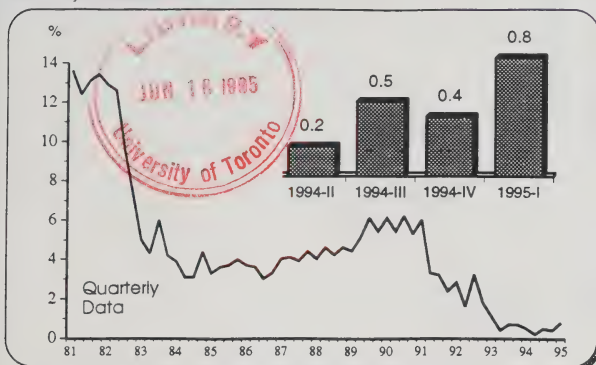
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THE WAGE SETTLEMENTS BULLETIN

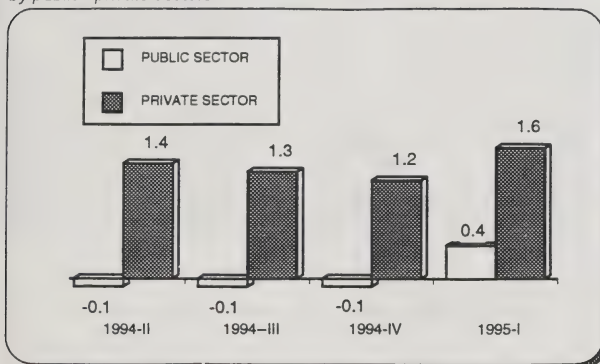
May 1995
Volume 6, Issue 5

Perspective on base rate percentage adjustments
from major settlements

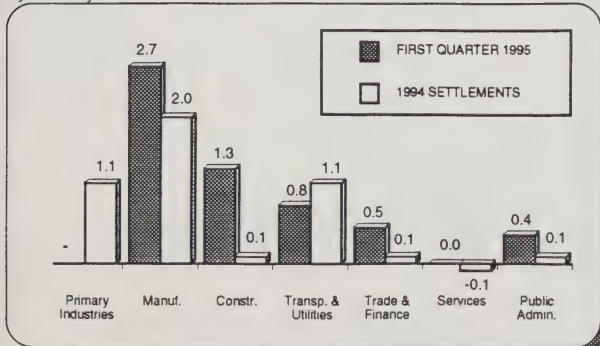
First Quarter 1995



Base rate percentage adjustments from major settlements
by public / private sectors



Base rate percentage adjustments from major settlements
by Industry



Le Bulletin est également disponible en français.

•Major collective bargaining settlements reached in the first quarter of 1995 provided base-rate wage adjustments averaging 0.8 per cent annually over the contract term, the highest quarterly increase since the first quarter of 1993.

•The 70 settlements reached during the first quarter covered 173,915 employees. When the parties to these settlements previously negotiated - with contract durations averaging 27.2 months - the resulting wage adjustments averaged 2.3 per cent, significantly higher than the 0.8 per cent figure recorded for the first quarter of 1995.

•Thirty-three of the 70 agreements settled in the first quarter, covering 55,415 employees (almost one-third of the total number of employees), provided for wage freezes or rollbacks. Another 20 agreements, covering 101,400 employees (almost 60 per cent of the total), provided increases under 2.0 per cent. The remaining 17,100 employees (in 17 agreements) received increases between 2.0 and 4.5 per cent.

•The 32 public sector settlements, covering 116,870 employees, included 2 wage rollbacks (6,420 employees) and 21 freezes (37,240 employees), and averaged 0.4 per cent - the first quarterly public sector increase since the 0.4 per cent recorded in the first quarter of 1994. The largest average annual wage increase in the public sector was 2.6 per cent for 735 Quebec City busdrivers.

•In the private sector, 57,045 employees settled for an average increase of 1.6 per cent in 38 agreements, the highest quarterly private sector increase since the 2.0 per cent registered in the fourth quarter of 1992. These settlements ranged from a 0.2 per cent wage rollback for 500 general tradesmen employed by MIL Davie inc. in Lauzon, Quebec, to increases of 4.2 and 4.5 per cent for 3,500 production employees of Algoma Steel in Sault Ste. Marie and 1,570 production employees of Ford Electronics Mfg. Corp. in Markham, Ontario, respectively. The 10 British Columbia pulp and paper settlements which yielded an average increase of 3.0 per cent for 6,445 employees also contributed to the higher quarterly average.

•Almost half of all settlements (29) took place in Ontario, yielding an average annual increase of 1.0 per cent for 65,750 employees. Another 28,190 employees in the Prairie provinces averaged a wage adjustment of -0.3 per cent in 11 agreements, largely due to wage freezes and rollbacks in Alberta's 8 settlements. British Columbia's 18 agreements yielded an average increase of 1.7 per cent for 20,565 employees. The three Quebec

settlements, covering 1,900 employees, provided for wage increases averaging 1.4 per cent. There were no settlements in Prince Edward Island and New Brunswick in the first quarter of 1995.

•In terms of industrial sectors, 11 settlements covering 68,700 employees in Transportation, Communication and Utilities provided an average annual increase of 0.8 per cent. Twenty-one settlements (including 15 wage freezes and 2 reductions) in the Community, Business and Personal Service Industries, provided an average annual wage adjustment of 0.0 per cent to 44,900 employees in Ontario and the western provinces. The 22 settlements in the Manufacturing sector provided 20,800 employees with an average annual wage increase of 2.7 per cent. Bargaining was light in the other sectors.

MARCH, 1995

•Base-rate adjustments from major collective bargaining settlements ratified during the month of March averaged 1.0 per cent annually over the contract term, a slight decrease from the 1.2 per cent average in February but above January's 0.5 per cent.

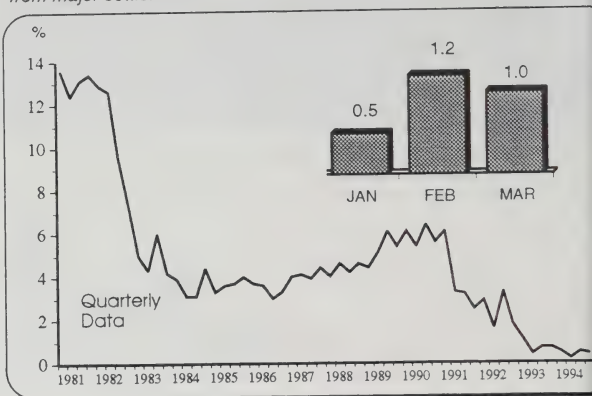
•Only 23 major settlements were reached in March, covering 33,100 employees. When the parties to these settlements previously negotiated - with contract durations averaging 31.4 months - the resulting wage increases were significantly higher at 2.6 per cent.

•Public sector wage adjustments for 18,400 employees in six agreements reached in March averaged 0.2 per cent, down from the 0.8 per cent in February and 0.4 per cent in January. These settlements, two each in Ontario, Saskatchewan and British Columbia, included four wage freezes.

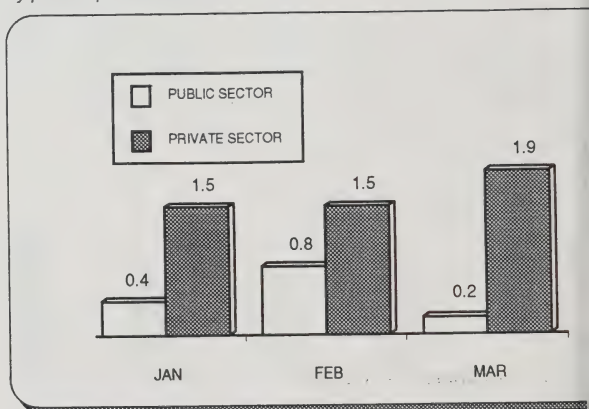
•In the private sector, 14,700 employees covered by 17 agreements received average wage adjustments of 1.9 per cent, higher than the 1.5 per cent rate recorded in both January and February. Of these, 8 agreements involving 4,670 employees of pulp and paper companies in British Columbia provided average annual increases of 3.0 per cent.

•Eleven of the 23 settlements ratified in the month of March were in British Columbia, and averaged 1.8 per cent. Five settlements in Ontario averaged 1.0 per cent, while two settlements each in Saskatchewan and Alberta provided for wage freezes. There were 2 settlements in Quebec, which provided 1,200 employees with an average increase of 0.7 per cent. There were no settlements in the Atlantic provinces.

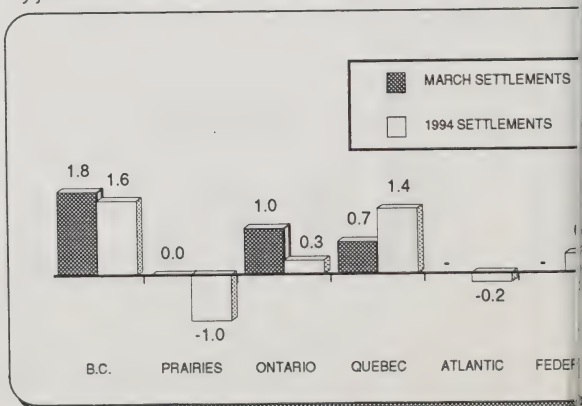
Perspective on base rate percentage adjustments from major settlements



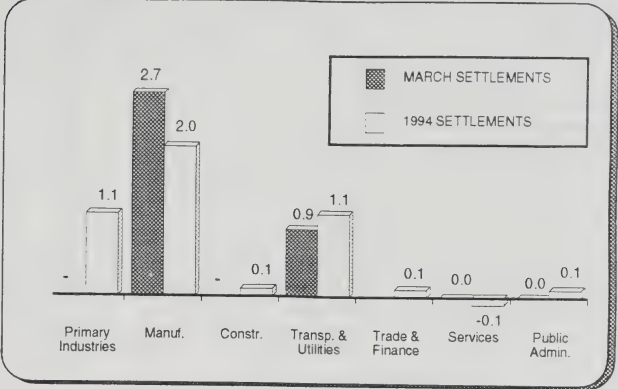
Base rate percentage adjustments from major settlements by public / private sectors



Base rate percentage adjustments from major settlements by jurisdiction

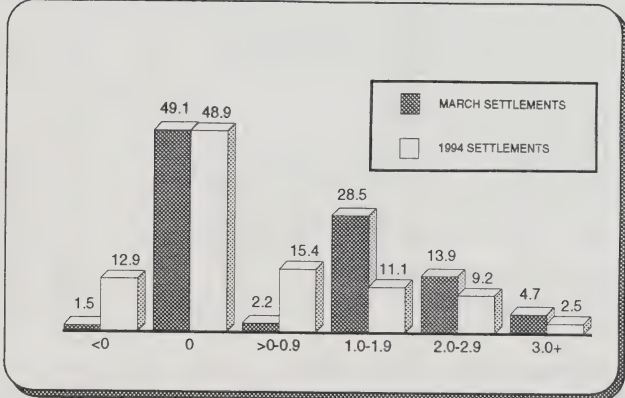


Base rate percentage adjustments in March settlements by industry



The number of employees involved in March settlements was fairly evenly distributed among four industrial sectors. In Manufacturing, 8,970 employees (13 settlements) received an average annual increase of 2.7 per cent and 8,905 employees (5 settlements) in the Transportation, Communication and Utilities sector received 0.9 per cent. Wage rates were frozen for 8,300 employees in Public Administration (1 settlement), and for 6,945 employees in the Services sector (4 settlements), wage adjustments averaged 0.0 per cent.

Percentage distribution of employees in March settlements by size of base rate adjustments

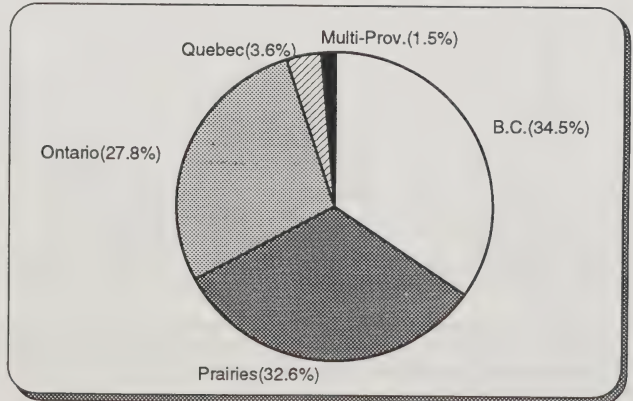


In seven agreements, over half of all employees (16,760) covered by the month's settlements were subject to a wage freeze or rollback. Another seven settlements provided 10,190 employees (over 30 per cent of the total) with increases under 2.0 per cent. The remaining 9 settlements (8 in British Columbia) provided 6,170 employees with increases of 3.0 per cent or more.

The distribution of settlements by jurisdiction for the month of March is as follows:

	<u>agts.</u>	<u>empls.</u>
Quebec	2	1,200
Ontario	5	9,205
Prairies	4	10,785
British Columbia	11	11,430
Multi-prov.	1	500

Percentage distribution of employees in March settlements by jurisdiction



MAJOR SETTLEMENTS REACHED IN MARCH

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (13 agreements)	8 970	2.7	2.1	38.9	
Harmac Pacific, mill empls. Nanaimo (B.C.)	600	3.0	3.0	36	97-04-30
MacMillan Bloedel, mill empls., Alberni (B.C.)	800	3.0	3.0	36	97-04-30
Howe Sound Pulp & Paper Ltd., mill empls. (B.C.)	530	3.0	3.0	36	97-04-30
Canadian Forest Products, mill empls., Prince George (B.C.)	626	3.0	3.0	36	97-04-30
Weyerhaeuser Canada Ltd., mill empls. (B.C.)	500	3.0	3.0	36	97-04-30
Avenor Inc., plant empls., Gold River (B.C.)	500	3.0	3.0	36	97-04-30
Eurocan Pulp & Paper, mill empls., Kitimat (B.C.)	500	3.0	3.0	36	97-04-30
Scott Paper Ltd., mill empls., New Westminster (B.C.)	545	3.0	3.0	36	97-04-30
Toronto Star Newspaper Ltd., office empls., Toronto (Ont.)	1 100	1.2	0.0	36	98-01-01
Crown Cork & Seal Canada Inc., production, Toronto (Ont.)	500	1.8*	1.6	48	99-02-21
Ford Electronics Mfg. Corp., production empls., Markham (Ont.)	1 569	4.5	4.5	36	98-01-09
MIL Davie Inc., general trades, Lauzon (Que.)	500	4.5	4.5	60	99-12-31
Culinar Bakery (Vachon), Ste-Marie de Beauce (Que.)	700	1.3	0.0	48	97-12-31
Transp., Comm., & Utilities (5 agreements)	8 906	0.9	0.7	20.8	
B.C. Transit, bus drivers Vancouver (B.C.)	3 166	1.2	0.5	36	98-03-31
Emergency Health Services, drivers, Vancouver (B.C.)	3 015	1.0	1.0	12	96-03-31
Cdn Western Natural Gas, plant empls., Calgary (Alta.)	900	0.0	0.0	12	95-12-31
Northwestern Utilities, plant empls., Edmonton (Alta.)	850	0.0	0.0	12	95-12-31
Consumer's Gas Co., office empls., Toronto (Ont.)	975	1.1	1.3	14	96-03-31
Community, Business & Personal Services (4 agreements)	6 945	0.0	0.0	26.7	
Simon Fraser Univ., office empls., Burnaby (B.C.)	650	0.0	0.0	12	95-03-31
Govt. of Saskatchewan, non-medical empls., Weyburn (Sask.)	735	0.3	0.0	36	97-09-30
Peel Brd. of Educ., teachers-primary (Ont.)	3 750	0.0	0.0	36	96-08-31
Simcoe County Brd. of Educ., teachers-primary (Ont.)	1 810	0.0	0.0	36	96-08-31
Public Administration (1 agreements)	8 300	0.0	0.0	36.0	
Govt. of Saskatchewan, office empls., prov-wide (Sask.)	8 300	0.0	0.0	36	97-09-30
Agreements with COLA (1 agreement)	500	1.8	1.6	48.0	
Agreements without COLA (22 agreements)	32 621	0.9	0.7	32.0	
All agreements (23 agreements)	33 121	1.0	0.8	32.2	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

All Industries/Jurisdictions

	1994				1995		
	1	2	3	4	1	Jan	Feb
Average Annual Adjustment	2.1	0.6	0.3		0.8	0.5	1.2
Non-COLA	2.0	0.4	0.2		0.7	-0.1	1.1
COLA	2.6	2.2	1.4		1.0	0.9	1.5
First Year Adjustment	1.9	0.5	-0.1		0.5	0.2	0.6
Non-COLA	2.0	0.3	-0.2		0.6	0.6	0.5
COLA	1.6	1.9	0.6		0.3	0.0	1.0
Industries							
Primary Industries	2.7	1.0	1.1		-	-	-
Manufacturing	2.2	2.0	2.0		2.7	1.9	3.1
Construction	3.2	0.4	0.1		1.3	1.9	1.3
Transp. & Communication	2.7	0.7	1.1		0.8	0.9	0.1
Trade-Finance	2.4	0.2	0.1		0.5	-	0.5
Services	1.7	0.7	-0.1		0.0	-0.9	0.7
Public Administration	2.3	0.2	0.1		0.4	0.0	1.0
Jurisdictions							
Newfoundland	0.1	0.1	0.0		0.9	0.0	3.0
Prince Edward Island	0.3	0.0	-4.1		-	-	-
Nova Scotia	1.8	5.1	-0.5		0.3	0.8	0.2
New Brunswick	1.4	2.8	1.0		-	-	-
Quebec	1.1	0.1	1.4		1.4	2.6	-
Ontario	2.4	1.3	0.3		1.0	0.7	1.1
Manitoba	2.4	0.9	1.7		1.4	-	1.4
Saskatchewan	3.3	1.2	1.0		0.0	-	-
Alberta	3.6	0.3	-1.6		-1.2	-1.5	0.0
British Columbia	3.5	2.3	1.6		1.7	1.4	1.8
Multi-Province	3.2	3.4	2.5		1.4	1.2	-
Federal Jurisdiction	2.8	0.2	0.4		0.8	0.8	-
Public Sector	2.0	0.5	0.0		0.4	0.4	0.8
Private Sector	2.5	0.9	1.2		1.6	1.5	1.5

OTHER INDICATORS

(year-over-year percentage change)

	1994				1995		
	1	2	3	4	1	Jan	Feb
Average Weekly Earnings							
All Industries	2.1	1.3	1.3			1.3	1.8
Manufacturing	3.9	2.3	1.9			2.0	1.7
Consumer Price Index							
	1.5	1.8	0.2		1.6	0.6	1.8
							2.2

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•CN & CP Rail	various unions	13 626	Apr/May 95
•Greater Vancouver	CUPE	8 810	April 95
•MacMillan Bloedel (B.C.)	CEP	1 000	April 95
•Insurance Corp. of B.C.	Office & Prof. Empls. Int. Union	3 000	April 95
•Council of Marine Carriers (B.C.)	ILWU	600	May 95
•Camco (Que.)	CEP	608	April 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	18 400	Neg./Legis.	December 91/93
•City of Vancouver	Vancouver Mun.&Reg. Empls.	3 688	Mediation	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	40 000	Bargaining	June 94 & 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences, Hlth Care Guild	18 590	Bargaining	March/Apr. 95
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Manitoba	Man. Govt. Empls. Assn.	16 737	Bargaining	September 94
•Manitoba Health Organizations	Nurses	9 000	Bargaining	December 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	19 000	Bargaining	September 93
•City & Metro Toronto	CUPE	17 815	Bargaining	December 94
•City of Montreal	CUPE	5 100	Bargaining	December 94
•Government of Quebec *	various unions (*incl. wage reopeners)	350 000	Bargaining	June 95

Private Sector

•CP Rail	CAW / CCRO	8 400	Neg./Legis.	December 93
•Bell Canada	Cnd. Tel. Empls. Assn.	17 500	Bargaining	April 95
•Air Canada	CALPA / Machinists	9 677	Bargaining	April 95
•B.C. Construction	various unions	28 875	Bargaining	April 94
•Council of Marine Carriers (B.C.)	CMSG	965	Barg./Tent.	September 94
•Maritime Employers Assn. (Que.)	CUPE	906	Med aft. W.S.	December 92
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	Bargaining	December 94
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	Bargaining	May 95
•Sydney Steel Corporation	Steelworkers	700	Bargaining	September 93
•National Sea Products (N.S.)	CAW	2 000	Bargaining	December 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Cominco Ltd. (B.C.)	Steelworkers	2 500	May 95
•L'Assoc. de l'ind. du verre plat & du fenêtrage du Québec	IBPAT (Painters)	3 387	January 95
•Bldg. Contr. Assn. of Que.	various unions (talks to start shortly)	53 876	December 94

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Bureau of Labour Information (BLI). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the union-

ized workforce and 20 per cent of non-agricultural paid employees.

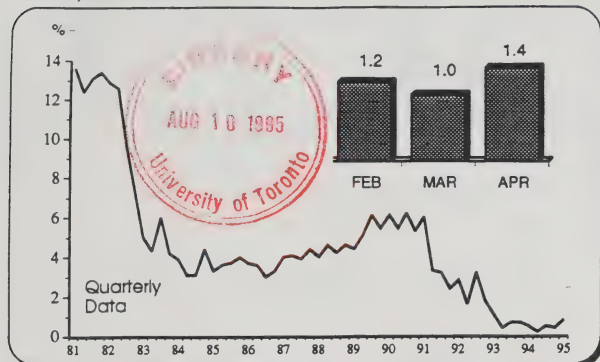
Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustment is the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. Average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.



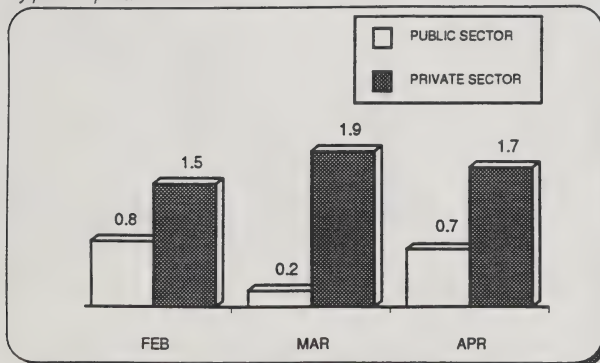
THE WAGE SETTLEMENTS BULLETIN

June 1995
Volume 6, Issue 6

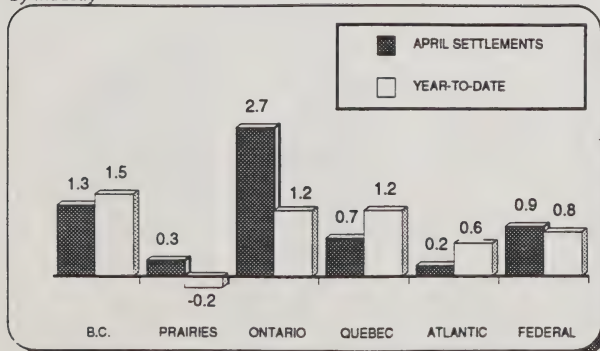
Perspective on base rate percentage adjustments
from major settlements



Base rate percentage adjustments from major settlements
by public / private sectors



Base rate percentage adjustments from major settlements
by Industry



Le Bulletin est également disponible en français.

April 1995

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of April averaged 1.4 per cent, the largest monthly average increase since the 2.0 per cent figure reached in October 1993. A first-time contract between Windsor Casino Limited and the Canadian Auto Workers, providing 2,000 employees with an average annual increase of 9.6 %, had a significant impact on the overall average. Excluding that settlement, the April average would have been 0.8 %, a decrease from 1.0 % in March and 1.2 % in February.

•April's results are based on 29 agreements covering 29,920 employees. When the parties to these agreements (excluding Windsor Casino's first contract) previously negotiated - with contract durations averaging 27.7 months - the resulting wage adjustments averaged 3.5 %, compared to the 0.8 % in their current settlements.

•In 12 public sector agreements involving 9,880 employees, wage adjustments averaged 0.7 per cent, up from 0.2 per cent in March but down slightly from the 0.8 per cent figure recorded in February. April's public sector settlements were equally divided between local administration and education, health and welfare, and included wage freezes in one agreement covering 500 Newfoundland Hospital and Home Employees and in three agreements for 2,485 school board employees in Ontario. In New Brunswick, 500 public sector nurses settled for a 0.7 per cent average annual increase, while the 7 British Columbia public sector settlements, covering 6,395 employees, each provided an average annual increase of 1.0 per cent.

•Wage adjustments in 17 private sector settlements averaged 1.7 per cent for 20,040 employees, down from 1.9 per cent in March but higher than 1.5 per cent in February. (Excluding the Windsor Casino settlement, the private sector April average would have been 0.9 per cent). Wage adjustments in the private sector ranged from a wage rollback of 4.3 per cent for 700 Surelink employees in Toronto, to increases of 3.8 per cent for 950 Camco employees and 9.6 % for 2,000 Windsor Casino employees.

•Ten of the 29 April settlements took place in British Columbia and provided 11,295 employees with an average annual increase of 1.3 per cent. Ontario's 9 settlements, covering 8,150 employees, yielded an average increase of 2.7 per cent. (Without the Windsor Casino agreement, the province's average would have been 0.4 per cent.) The three settlements in the Prairie provinces, all in the private sector, provided 4,080 employees with an average increase of 0.3 per cent. One 36-month agreement was settled in Quebec and provided

685 employees with an average increase of 0.7 per cent. The three settlements in Atlantic Canada produced an average increase of 0.2 per cent for 1,800 employees. In the federal jurisdiction, 1,250 Unitel employees were subject to a wage rollback of 5.0 per cent to be restored in the final year of a 3-year contract, and 2,655 employees of CP Ltd. settled for increases averaging 1.3 per cent in two agreements.

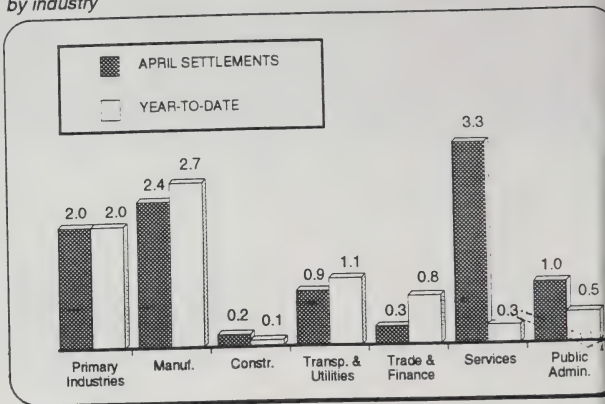
In terms of industrial sectors, seven settlements in Community, Business and Personal Services provided 6,100 employees, including the 2,000 Windsor Casino workers, with an average annual wage increase of 3.3 per cent. In Public Administration, 5,800 employees in 6 agreements received an average increase of 1.0 per cent. Four settlements in Trade, Finance and Insurance provided 5,200 employees with an increase of 0.3 per cent, and four agreements in Transportation, Communication and other Utilities resulted in a 0.9 per cent wage increase for 4,500 employees. There were relatively few settlements in the remaining sectors.

There were two wage rollbacks and eight freezes, covering almost one-third of all employees in April's settlements; in March, over half of the employees were subject to freezes or rollbacks. Fourteen settlements, involving half of all employees covered by April's settlements, provided for increases of less than 2.0 per cent. Five settlements provided the remaining 17 per cent of employees with increases of 2.0 per cent or more.

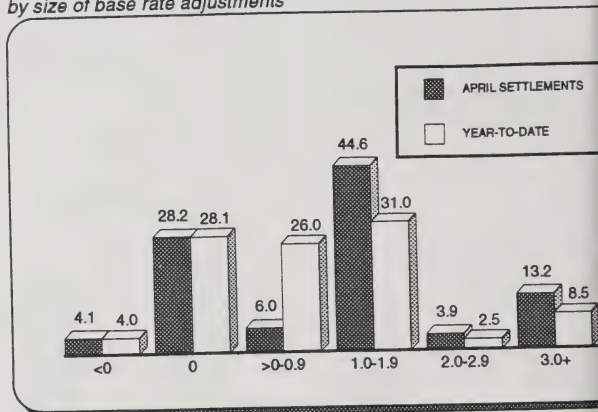
•The distribution of settlements by jurisdiction for the month of April is as follows:

	<u>agts.</u>	<u>empls.</u>
Atlantic	3	1,800
Quebec	1	685
Ontario	9	8,152
Prairies	3	4 081
British Columbia	10	11 295
Federal	3	3 906

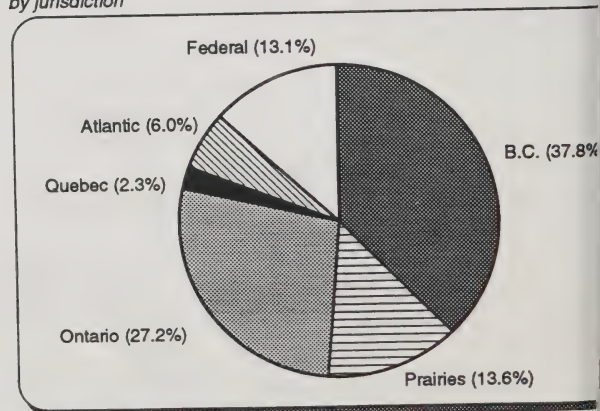
Base rate percentage adjustments in April settlements by industry



Percentage distribution of employees in April settlements by size of base rate adjustments



Percentage distribution of employees in April settlements, by jurisdiction



MAJOR SETTLEMENTS REACHED IN APRIL

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Primary Industries (2 agreements)	1 181	2.0	2.0	30.9	
Int'l Mineral & Chemical, miners (Sask.)	681	2.0	2.0	36	98-01-31
Inco Ltd., office & tech. empls., Sudbury (Ont.)	500	2.0	2.0	24	97-03-31
Manufacturing (3 agreements)	2 750	2.4	2.1	39.8	
MacMillan Bloedel Ltd., mill empls., Powell River (B.C.)	1 000	3.0	3.0	36	97-04-30
Camco Inc., production empls. (Ont.)	950	3.8*	2.9	36	98-04-22
Assn. coop. des pêcheurs, fish plant empls., Lameque (N.B.)	800	0.0	0.0	49	98-04-18
Construction (3 agreements)	4 400	0.2	0.0	38.9	
Electr. Contr. Assn. of Alta., electricians (Alta.)	2 900	0.0	0.0	24	97-04-30
Masonry Contr. Assn., masons (Alta.)	500	0.0	0.0	24	97-04-30
Ontario Ind. Roofing Contr. Assn., roofers (Ont.)	1 000	1.0	0.0	36	98-04-30
Transp., Comm., & Utilities (4 agreements)	8 906	0.9	-1.4	39.3	
CP Ltd., non-operating empls.,(system-wide)	2 118	1.3	0.0	36	96-12-31
CP Ltd., communications empls.,(system-wide)	538	1.3	0.0	36	96-12-31
Unitel, communication empls.,(Canada-wide)	1 250	0.0	-5.0	42	97-12-31
B.C. Gas Utility Ltd., office &tech. empls. (B.C.)	600	0.7	0.0	48	98-03-31
Trade-Finance (4 agreements)	10 163	0.3	-0.5	36.3	
Insurance Corp. of B.C., office empls., (B.C.)	3,300	1.3	2.0	36	96-09-30
Great Atlantic & Pacific Co., full-time empls. (Ont.)	516	-0.1	-0.4	36	97-10-18
Surelink, Toronto (Ont.)	700	-4.3	-12.9	38	98-04-30
Corp. des concess. d'auto du Saguenay, (Que.)	685	0.7	0.0	36	97-12-31
Community, Business & Personal Services (7 agreements)	6 084	3.3	5.9	29.6	
Vancouver Public Library Board, librarians & office staff (B.C.)	598	1.0	0.0	36	96-12-31
Lincoln County Brd. of Educ., teachers (Ont.)	900	0.0	0.0	12	95-08-31
Hamilton - Wentworth R.C.Sch. Brd., teachers (Ont.)	1 050	0.0	0.0	36	96-08-31
Ottawa Brd. of Educ., service & maint. empl.(Ont.)	536	0.0	0.0	12	96-03-16
Windsor Casino, casino empls., (Ont.)	2 000	9.6	18.0	36	98-03-31
Govt. of New Brunswick, nurses (N.B.)	500	0.7	0.0	48	97-11-30
Govt. of Newfoundland, hospital & nursing home empls. (Nfld.)	500	0.0	0.0	15	96-06-30
Public Administration (6 agreements)	5 797	1.0	0.0	36.0	
City of New Westminster, inside & outside empls. (B.C.)	674	1.0	0.0	36	96-12-31
District of Burnaby, inside empls. (B.C.)	1 457	1.0	0.0	36	96-12-31
Township of Richmond, inside empls. (B.C.)	834	1.0	0.0	36	96-12-31
City of Vancouver, outside empls. (B.C.)	1 478	1.0	0.0	36	96-12-31
Corporation of Delta, inside & outside empls. (B.C.)	637	1.0	0.0	36	96-12-31
District of Coquitlam, inside & outside empls. (B.C.)	717	1.0	0.0	36	96-12-31
Agreements with COLA (1 agreement)	950	3.8	2.9	36.0	
Agreements without COLA (28 agreements)	28 969	1.3	1.1	34.0	
All agreements (29 agreements)	29 919	1.4	1.2	34.0	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

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WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage increases in base rates)

	1994				1995				1995			
	1994				1995				1995			
	1	2	3	4	1	2	3	4	Feb	Mar	Apr	Apr
All Industries/Jurisdictions												
Average Annual Increase	2.1	0.6	0.3		0.5	0.2	0.5	0.4	1.0	0.5	0.4	1.3
Non-COLA	2.0	0.4	0.2		0.3	0.0	0.3	0.3	0.7	1.0	0.9	1.2
COLA	2.6	2.2	1.4		1.5	1.3	1.3	1.4	1.0	0.4	0.1	1.7
First Year Increase	1.9	0.5	-0.1		-0.1	0.0	-0.4	0.0	0.5	0.6	0.2	0.8
Non-COLA	2.0	0.3	-0.2		-0.4	-0.1	-0.5	0.0	0.6	0.7	0.2	0.7
COLA	1.6	1.9	0.6		0.8	0.5	0.6	0.4	0.3	0.8	0.1	1.1
Industries												
Primary Industries	2.7	1.0	1.1		0.8	1.2	1.2	-	2.0	1.2	-	2.0
Manufacturing	2.2	2.0	2.0		1.9	1.8	1.5	2.5	2.7	2.1	2.2	2.8
Construction	3.2	0.4	0.1		2.5	1.8	-	-0.1	1.3	1.1	-0.4	1.1
Transp. & Communication	2.7	0.7	1.1		1.1	0.9	1.6	0.7	0.8	1.9	0.9	0.6
Trade-Finance	2.4	0.2	0.1		-1.5	1.5	0.3	0.3	0.5	3.2	1.0	0.5
Services	1.7	0.7	-0.1		0.3	-0.5	0.0	0.0	0.0	-0.4	-0.1	1.0
Public Administration	2.3	0.2	0.1		0.0	0.1	0.1	-0.2	0.4	-0.3	0.2	0.6
Jurisdictions												
Newfoundland	0.1	0.1	0.0		-	0.0	0.0	-	0.9	0.0	0.0	2.3
Prince Edward Island	0.3	0.0	-4.1		0.0	-4.4	-	-	-	-	-	-
Nova Scotia	1.8	5.1	-0.5		0.8	-0.6	1.0	-	0.3	1.0	0.8	0.2
New Brunswick	1.4	2.8	1.0		0.8	1.4	0.5	-2.3	-	0.3	-2.3	0.3
Quebec	1.1	0.1	1.4		0.3	1.2	2.4	1.1	1.4	2.2	1.3	0.7
Ontario	2.4	1.3	0.3		0.2	0.7	0.5	0.1	1.0	1.2	0.3	0.2
Manitoba	2.4	0.9	1.7		2.3	1.4	-	1.5	1.4	0.4	2.2	1.4
Saskatchewan	3.3	1.2	1.0		0.8	2.4	-	0.6	0.0	0.5	0.8	0.2
Alberta	3.6	0.3	-1.6		0.0	-2.0	-2.7	-0.8	-1.2	-1.6	-1.4	0.0
British Columbia	3.5	2.3	1.6		1.4	1.2	1.8	2.2	1.7	2.1	1.4	2.2
Multi-Province	3.2	3.4	2.5		2.5	-	-	-	1.4	1.4	-	1.8
Federal Jurisdiction	2.8	0.2	0.4		1.6	0.2	1.8	0.4	0.8	2.3	0.8	0.9
Public Sector	2.0	0.5	0.0		0.4	-0.1	-0.1	-0.1	0.4	-0.4	0.2	0.6
Private Sector	2.5	0.9	1.2		0.7	1.4	1.3	1.2	1.6	1.5	1.1	1.9

OTHER INDICATORS

(year-over-year percentage change)

	1994				1995				1995			
	1994				1995				1995			
	1	2	3	4	1	2	3	4	Feb	Mar	Apr	Apr
Average Weekly Earnings												
All Industries	2.1	1.3	1.3		1.1	1.6	1.4	1.7	1.1	1.8	1.7	1.7
Manufacturing	3.9	2.3	1.9		2.4	2.0	1.5	2.3	0.8	1.7	1.2	1.2
Consumer Price Index	1.5	1.8	0.2		0.6	0.0	0.2	0.0	1.6	1.8	2.2	2.5

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•CN Railways	CCROU	6 058	May 95
•CN Railways	RCTC	463	May 95
•CN Railways	IBEW	771	May 95
•CP Rail	BMWE	3 240	May 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•CN, VIA Rail	various unions	18 400	Neg./Legis.	December 91/93
•City of Vancouver	Vancouver Mun.&Reg. Empls.	3 688	Mediation	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	40 000	Bargaining	June 94 & 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences, Hlth Care Guild	18 590	Bargaining	March/Apr. 95
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Manitoba	Man. Govt. Empls. Assn.	15 000	Tent. Agt.	September 94
•Manitoba Health Organizations	various unions	17 900	Bargaining	December 94
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	20 100	Bargaining	September 93
•City & Metro Toronto	CUPE	13 800	Bargaining	December 94
•City of Montreal	CUPE	5 100	Bargaining	December 94
•Government of Quebec *	various unions (*incl. wage reopeners)	350 000	Bargaining	June 95
Private Sector				
•CP Rail	CAW / CCROU	8 400	Neg./Legis.	December 93
•Bell Canada	Cnd. Tel. Empls. Assn.	17 500	Bargaining	April 95
•Air Canada	CALPA / Machinists	9 677	Bargaining	Apr/June 95
•B.C. Construction	various unions	28 875	Bargaining	April 94
•Council of Marine Carriers (B.C.)	CMSG	965	Conciliation	September 94
•Cominco Ltd. (B.C.)	Steelworkers	2 500	Bargaining	May 95
•Maritime Employers Assn. (Que.)	CUPE	906	Med aft. W.S.	December 92
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	Bargaining	December 94
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	Bargaining	May 95
•L'Assoc. de l'ind. du verre plat & du fenêtrage du Quebec	IBPAT (Painters)	3 387	Bargaining	January 95
•Bldg. Contr. Assn. of Que.	various unions (talks to start shortly)	53 876	Bargaining	December 94
•Sydney Steel Corporation	Steelworkers	700	Bargaining	September 93
•National Sea Products (N.S.)	CAW	2 000	Conciliation	December 94

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Highland Valley Copper (B.C.)	Steelworkers	1 020	September 95
•Toronto & Metro Brd. of Ed.	various unions	10 625	August 95
•CAMI Automotive	CAW	2 100	September 95

EXPLANATORY NOTES

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Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees. All industries and all jurisdictions across Canada are covered. The BLI covers 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

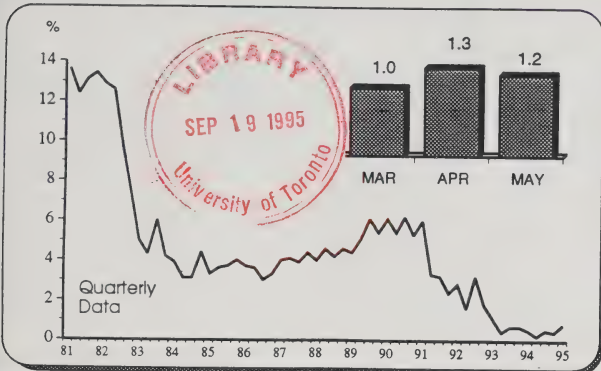


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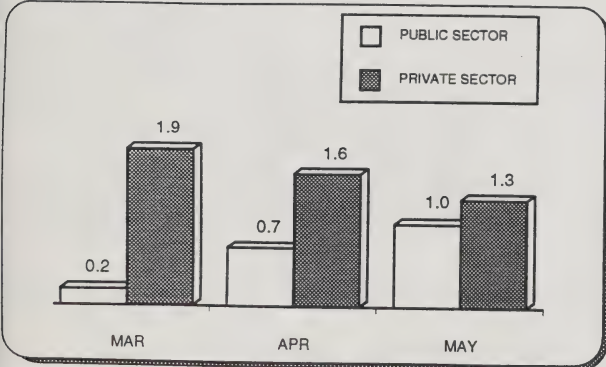
THE WAGE SETTLEMENTS BULLETIN

July 1995
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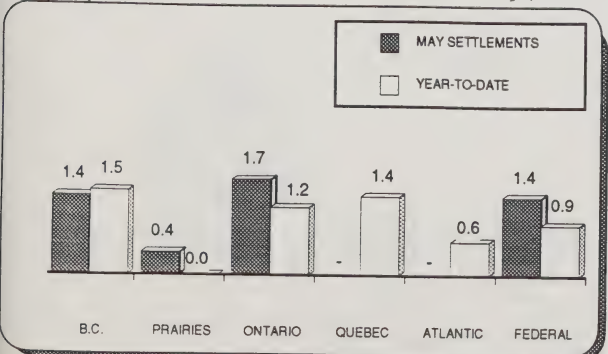
Perspective on base rate percentage adjustments
from major settlements



Base rate percentage adjustments from major settlements
by public / private sectors



Base rate percentage adjustments from major settlements
by region / jurisdiction



Le Bulletin est également disponible en français.

May 1995

•Wage adjustments from major collective bargaining settlements ratified during the month of May averaged **1.2 per cent**, a marginal decrease from the revised figure of 1.3 per cent in April. For all settlements reached in the January to May period, wage adjustments averaged 0.9 per cent.

•The results for May are based on a coverage of 25 agreements involving 38,029 employees. When the parties to these contracts last negotiated - with an average contract duration of approximately 28 months - the resulting wage adjustments averaged 2.3 per cent compared to the 1.2 per cent in their current settlements.

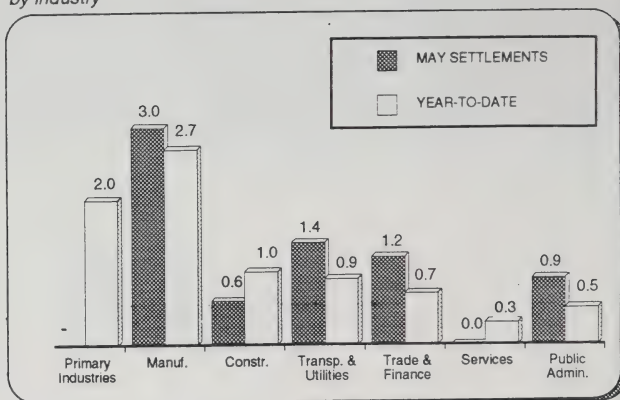
•For 12,632 employees in 11 **public sector** settlements in May, wage adjustments averaged **1.0 per cent**, significantly above the monthly figures since a 1.6 per cent average in August, 1993. Settlements for 7,008 Canadian National Railway employees, with wage increases averaging 1.5 per cent annually over four years, had significant impact on the public sector average. Wage rates were frozen for periods of one to two years for 3,135 employees in Alberta's education sector

•Wage adjustments for 25,397 employees in 14 **private sector** settlements in May averaged **1.3 per cent**, down from 1.6 per cent in April, and 1.9 per cent in March. Wage adjustments in the private sector ranged from 2-year wage freezes for 4,525 Alberta construction workers and 600 Pipeline Construction Association of Canada workers, to an increase of 4.1 per cent for 750 Dominion Castings' employees in Hamilton, Ontario. Three 3-year settlements in the Ontario construction sector provided increases averaging: 0.9 per cent annually to 5,000 sheet metal workers, 1.0 per cent annually to 1,200 tile and marble workers and 1.7 per cent to 1,200 labourers. Other May private sector settlements included: 4,000 Canada Safeway employees in Winnipeg with increases averaging 0.9 per cent, 3,450 Canadian Pacific employees at 1.2 per cent, and 2,200 employees at the A.G. Simpson plant in Cambridge, Ontario, at 2.8 per cent.

•On a regional/jurisdictional basis, wage adjustments ranged from an average of 0.4 per cent for 12,272 employees in 7 settlements in the Prairie provinces, to an average of 1.7 per cent for 10,980 Ontario employees in 6 settlements. In the Federal jurisdiction, wage gains averaged 1.4 per cent for 11,737 employees in 8 settlements; 10,458 of these employees in settlements at Canadian National and Canadian Pacific Railways received increases averaging 1.5 per cent and 1.2 per cent respectively. Three settlements in British Columbia provided increases averaging 1.4 per cent for 2,440 employees. There were no settlements in Atlantic Canada or in Québec.

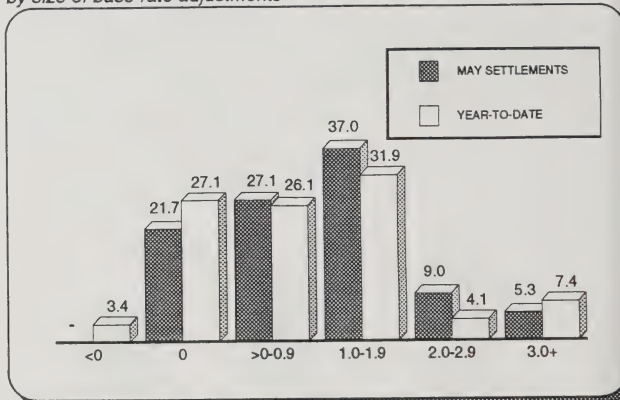
•Wage increases averaged 1.4 per cent for 11,737 employees in 8 settlements in the Transportation sector (all in the Federal jurisdiction). In the Construction sector, 12,525 workers in 6 settlements received wage adjustments averaging 0.6 per cent, and in Manufacturing, 4,192 workers in 4 settlements received wage adjustments averaging 3.0 per cent. Increases in the Trade sector averaged 1.2 per cent for 4,630 employees in 2 settlements; in the Services sector, 3,135 education sector employees in 3 settlements had their wages frozen; and in Public Administration, increases averaged 0.9 per cent for 1,810 employees in 2 agreements.

Base rate percentage adjustments in May settlements by industry



•Wage rates were frozen for 8,260 employees in 6 settlements in May (close to 22 per cent of all employees). Another 10,289 employees in 4 settlements (27 per cent of all employees) received increases under 1.0 per cent. The largest concentration of employees - 14,058 or 37 per cent - were in the 1.0 to under 2.0 per cent range. For the remaining 5,422 employees in 6 settlements (14 per cent of all employees), wage increases ranged between 2.4 and 4.1 per cent.

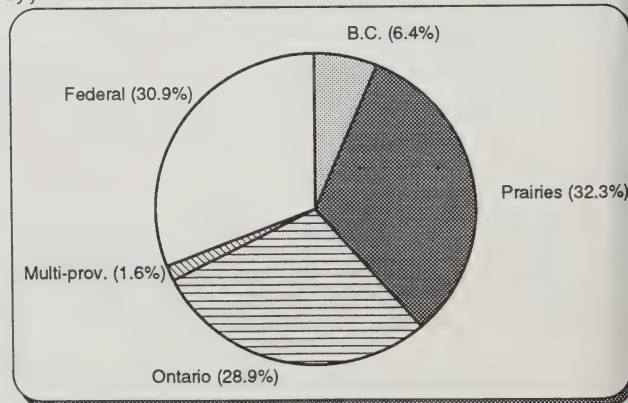
Percentage distribution of employees in May settlements by size of base rate adjustments



•The distribution of settlements by jurisdiction for the month of May is as follows:

	<u>agts.</u>	<u>empls.</u>
Ontario	6	10,980
Prairies	7	12,272
British Columbia	3	2,440
Multi-province	1	600
Federal	8	11,737

Percentage distribution of employees in May settlements, by jurisdiction



MAJOR SETTLEMENTS REACHED IN MAY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (4 agreements)	4 192	3.0	3.8	34.2	
Weyerhaeuser Canada, production empls., Prince Albert (Sask.)	612	3.0	3.0	36	97-05-31
William Neilson Ltd., production empls., Toronto (Ont.)	630	2.4	2.2	24	96-11-30
Simpson AG & Co., production empls., Cambridge (Ont.)	2 200	2.8*	3.0	36	98-07-28
Dominion Castings, plant empls., Hamilton (Ont.)	750	4.1	7.9	36	98-05-14
Construction (6 agreements)	12 525	0.6	0.2	31.1	
Pipe Line Contr. Assn., (multi-prov.)	600	0.0	0.0	24	97-04-30
Terrazzo, Tile & marble Guild, trades (Ont.)	1 200	1.0	0.6	36	98-04-30
Utility Contr. Assn., labourers (Ont.)	1 200	1.7	1.1	36	98-04-30
Ont. Sheet Metal & Air Handling Assn., sheet metal workers (Ont.)	5 000	0.9	0.0	36	98-04-30
Alta. Const. Lab. Rel. Assn., roofers & labourers (Alta.) (2 agts.)	4 525	0.0	0.0	24	97-04-30
Transp., Comm., & Utilities (8 agreements)	11 737	1.4	0.4	46.7	
CN Railway Co., eng. & non-ops. (various regions) (5 agts.)	7 008	1.5	0.0	48	97-12-31
CP Rail Ltd., maint. of way empls., (system-wide)	3 450	1.2	1.0	48	97-12-31
Marine Atlantic Inc., terminal & clerical empls. (system-wide)	679	0.3	0.0	36	97-12-31
Council of Marine Carriers, unlicensed personnel (B.C.)	600	2.9	3.0	36	97-09-30
Trade-Finance (2 agreements)	4 630	1.2	1.5	36.0	
MacDonald's Consolidated Ltd., warehouse empls. (B.C.)	630	3.0	3.0	36	98-03-31
Canada Safeway Ltd., retail empls., Winnipeg (Man.)	4 000	0.9	1.2	36	98-05-16
Community, Business & Personal Services (3 agreements)	3 135	0.0	0.0	18.7	
Calgary Bd. of Educ., office & tech. staff (Alta.)	1 750	0.0	0.0	24	96-12-31
Southern Alberta Inst. of Tech., support staff (Alta.)	700	0.0	0.0	12	96-06-30
Southern Alberta Inst. of Tech., academic staff (Alta.)	685	0.0	0.0	12	96-06-30
Public Administration (2 agreements)	1 810	0.9	0.0	34.0	
B.C. Building Corp., bldg. supprt staff (B.C.)	610	0.6	0.0	30	97-04-30
District of Surrey, inside & outside empls. (B.C.)	1 200	1.0	0.0	36	96-12-31
Agreements with COLA (1 agreement)	2 200	2.8	3.0	36.0	
Agreements without COLA (24 agreements)	35 829	1.1	0.7	36.0	
All agreements (25 agreements)	38 029	1.2	0.8	36.0	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

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MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•CN, CP, VIA Rail	various unions	26 800	June 95
•Air Canada	Machinists	8 000	July 95
•Bell Canada	Canadian Tel. Emps. Assn.	17 500	July 95
•Government of Manitoba	Man. Govt. Emps. Assn.	12 509	June 95
•Manitoba Health Organizations	Nurses & CUPE	22 000	June 95
•Ontario Contractors	various unions	21 400	June/July 95
•Maritime Employers Assn. (Que.)	CUPE	750	June 95
•Molson O'Keefe Brewery (Que.)	Teamsters	2 000	May 95
•L'Assoc. de l'ind. du verre plat & du fenêtrage du Québec	IBPAT (Painters)	3 387	July 95
•National Sea Products (N.S.)	CAW	650	July 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•City of Vancouver	Vancouver Mun.&Reg. Empls.	3 688	Mediation	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	40 000	Bargaining	June 94 & 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences, Hlth Care Guild	18 590	Bargaining	March/Apr. 95
•Government of Saskatchewan	Teachers	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	20 100	Bargaining	September 93
•City & Metro Toronto	CUPE	13 800	Bargaining	December 94
•City of Montreal	CUPE	5 100	Conciliation	December 94
•Government of Quebec	various unions	350 000	Bargaining	June 95

Private Sector

•Air Canada	CALPA	1 677	Bargaining	April 95
•B.C. Contractors	various unions	28 875	Tent. Agt.	April 94
•Council of Marine Carriers (B.C.)	CMSG	965	Conciliation	September 94
•Cominco Ltd. (B.C.)	Steelworkers	2 500	Mediation	May 95
•CAMI Automotive (Ont.)	CAW	2 100	Bargaining	September 95
•Ontario Contractors	various unions	32 800	Barg./W.S.	April 95
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	Bargaining	May 95
•Bldg. Contr. Assn. of Que.	various unions	53 876	Bargaining	December 94
•Sydney Steel Corporation	Steelworkers	700	Bargaining	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Highland Valley Copper (B.C.)	Steelworkers	1 020	September 95
•B.C. Hydro & Power Authority	IBEW	2 000	September 95
•Toronto Elementary Schools	various unions	10 625	August 95
•McDonnell Douglas (Ont.)	CAW	2 200	October 95

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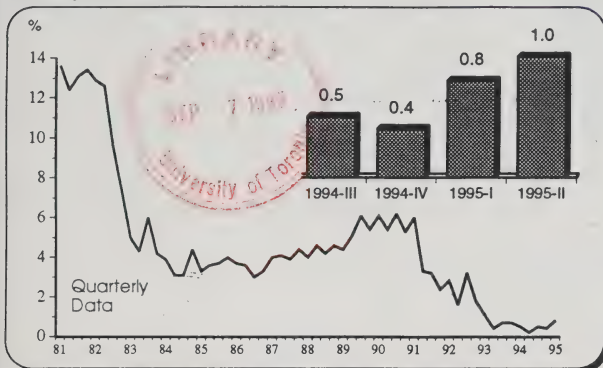
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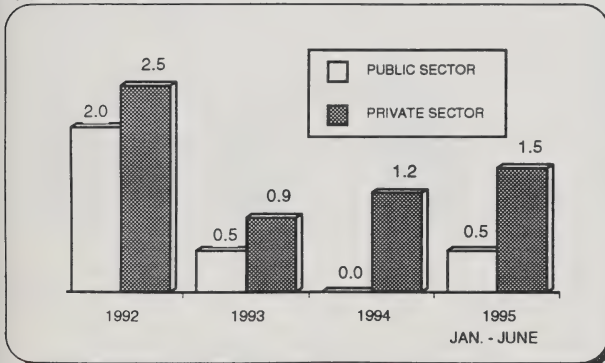
THE WAGE SETTLEMENTS BULLETIN

August 1995
Volume 6, Issue 8

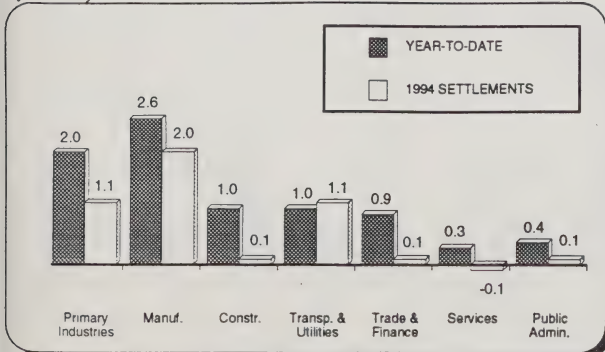
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements by public / private sectors



Base rate percentage adjustments from major settlements by industry



First Half 1995

•Base rate wage adjustments from major collective bargaining settlements reached in the first half of 1995 averaged **0.9 per cent** annually over the contract term, up fractionally from the record annual low of 0.3 per cent for 1994. There were 357,467 employees covered by the 197 settlements reached in the first half of 1995.

•Wage adjustments from current agreements remain well below those in contracts they replace; when the parties to the first-half settlements last negotiated - with an average contract duration of approximately 33 months - the resulting wage adjustments averaged 2.5 per cent, compared to the 0.9 per cent average in 1995.

•The proportion of employees subject to wage freezes and rollbacks in the first-half 1995 settlements (36 per cent), was lower than in 1994 (62 per cent). However, among employees receiving wage increases, there was a much higher concentration in the under 2.0 per cent range in 1995 (53 per cent of all employees), than in 1994 (27 per cent). In the first half of 1995 as well as in 1994, only 11 per cent of employees received increases of 2.0 per cent or more.

•Public sector wage adjustments which on average showed no change in 1994 (0.0 per cent), rose to an average of **0.5 per cent** in the first half of 1995. The 94 public sector settlements in 1995 covered 212,174 employees, with 100,528 (47.4% of public sector employees) subject to wage freezes (44.4%) or rollbacks (3.0%).

•Private sector wage adjustments averaged **1.5 per cent** in the first half of 1995, up from 1.2 per cent in 1994 as a whole. There were 103 private sector agreements with a coverage of 145,293 employees in the first half of 1995; 26,941 (18.5% of private sector employees) were subject to wage freezes (16.9%) or rollbacks (1.6%). There has been an increase in the proportion of private sector employees in settlements in the first half of 1995 (41% of all employees), compared to 1994 (27%). The overall level of wage increases in the first-half of the year is the result of this shift to the private sector (where wage gains have been higher than the public sector), as well as the slight wage increase in both sectors.

•Average adjustments in the first half of 1995 were above those in 1994 in major industry groups except the Transportation, Communication and Utilities group, with an average wage increase of 1.0 per cent in the first half of 1995, (compared to 1.1 per cent in 1994); one-third (116,959) of all employees in the first-half settlements were in that sector. In the Services sector, wage adjustments averaged 0.3 per cent (98,141 employees or 27.5% of the first-half total), and in Construction, 1.0 per cent (55,705 employees or 15.6% of the total). In Public Administration, the average gain was 0.4 per cent (38,203 employees or 10.7% of the total), and in Manufacturing, 2.6 per cent (34,810 employees and 9.7% of the total).

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June 1995

• Wage adjustments from major collective bargaining settlements ratified during the month of **June** averaged **0.9 per cent**, a decrease from 1.2 per cent in May and 1.3 per cent in April.

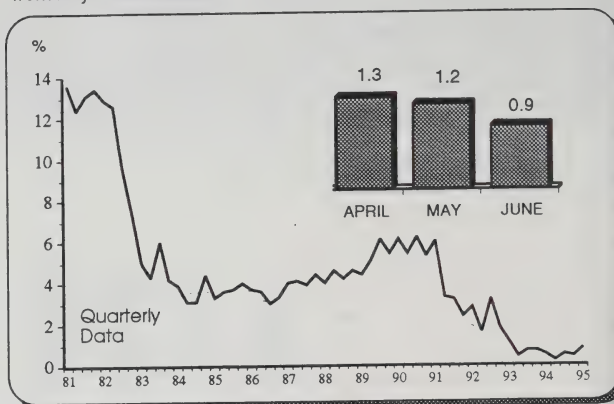
• The June results are based on 64 agreements covering 104,712 employees. When the parties to these contracts last negotiated - with an average contract duration of approximately 29 months - the resulting wage adjustments averaged 2.3 per cent compared to the 0.9 per cent in their current settlements.

• Wage adjustments for 64,294 employees in 33 **public sector** settlements averaged **0.4 per cent** in June, down from 1.0 per cent in May and marginally below the 0.5 per cent average for the first half of 1995. Wage settlements in the public sector ranged from no increases for 42,248 employees (Manitoba - 27,748, Ontario - 12,500, and British Columbia - 2,000), to a high of 1.5 per cent for 14,584 employees of C.N. Rail.

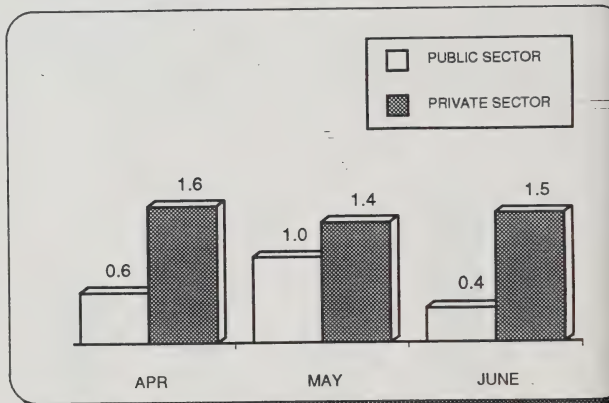
• In the **private sector**, 31 settlements provided 40,418 employees with wage adjustments averaging **1.5 per cent**, up slightly from 1.4 per cent in May, and equal to the overall 1.5 per cent average for the first six months of 1995. Wage adjustments ranged from a wage cut averaging 0.3 per cent annually for 600 construction labourers in New Brunswick, to a high of 3.0 per cent for 870 service and maintenance employees with Finning Ltd. in British Columbia. C.P. Rail and 9,720 railway employees settled for wage gains averaging 1.5 per cent over 4 years.

• On a regional/jurisdictional basis, Ontario, Manitoba and the Federal jurisdiction each accounted for approximately 30 per cent of employees covered in June settlements. Wage adjustments ranged from wage freezes for the 27,748 public sector employees in Manitoba, to an average of 2.5 per cent in the Quebec jurisdiction (3 manufacturing settlements covering 3,100 employees). In Ontario, 20 agreements provided 28,788 employees with wage increases averaging 0.8 per cent. In the Federal jurisdiction, 32,044 employees covered by 18 agreements, received increases averaging 1.4 per cent. The majority of these were railway contracts (C.N. and C.P. at 1.5 per cent, and VIA at 0.5 per cent). In British Columbia, 4 agreements provided 6,320 employees with increases averaging 1.3 per cent, and in Atlantic Canada, 3 agreements for 1,720 employees averaged 1.0 per cent.

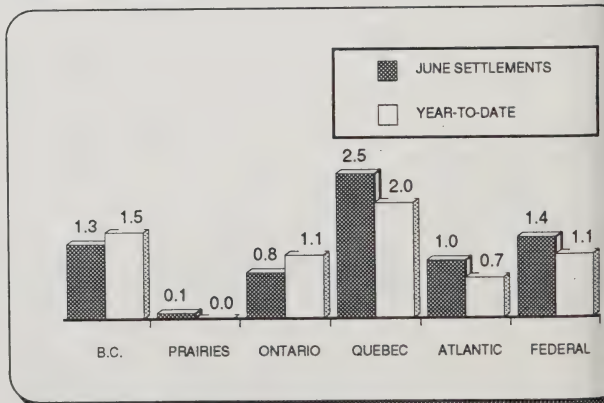
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements by public / private sectors

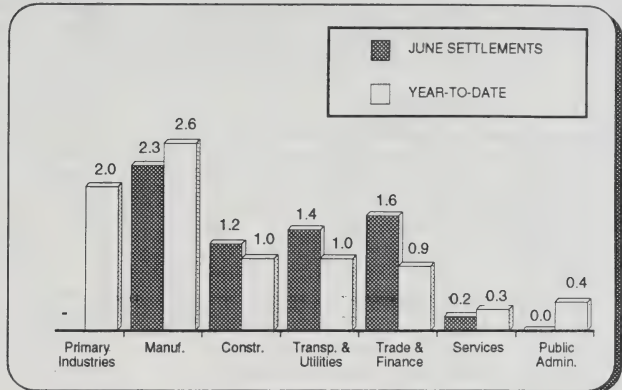


Base rate percentage adjustments from major settlements by region / jurisdiction

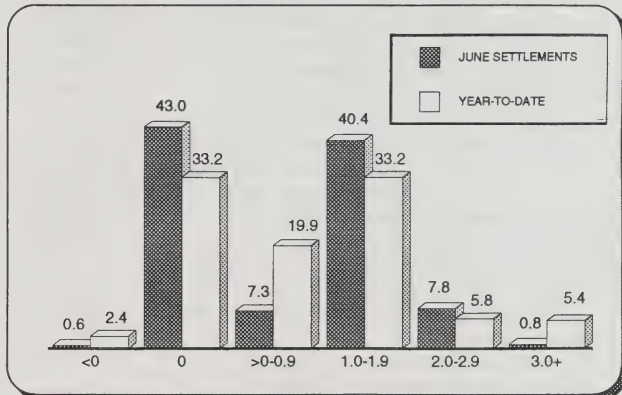


•On an industry basis, wage adjustments ranged from no increase in Public Administration (7 agreements covering 10,286 employees), to a high of 2.3 per cent in Manufacturing (6 agreements covering 5,056 employees). The two largest concentrations of employees in June's settlements were in Community, Business and Personal Services (16 agreements covering 35,184 employees) with wage adjustments of 0.2 per cent, and in Transportation and Communication (18 agreements covering 32,044 employees) with wage increases averaging 1.4 per cent. In Construction, 15 agreements provided 20,130 employees with wage increases averaging 1.2 per cent, and in the Trade sector, 2,012 employees received wage gains of 1.6 per cent in 2 agreements. There were no settlements in Primary Industries.

Base rate percentage adjustments in June settlements by industry



Percentage distribution of employees in June settlements by size of base rate adjustments

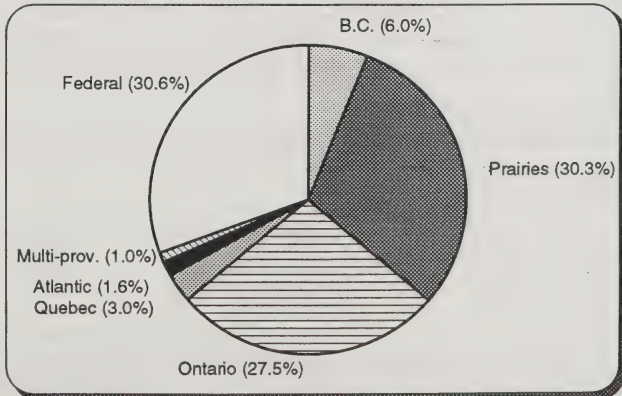


•Wage rates were frozen for 45,048 employees in 23 settlements in June (43% of all employees), and rolled back for 600 employees (0.6%). Another 50,008 employees in 32 settlements received wage increases under 2.0 per cent (approximately 48% of all employees). The remaining 9,056 employees (8.6%) in 8 settlements gained wage increases of 2.0 per cent and over.

•The distribution of settlements by region/ jurisdiction for the month of June is as follows:

	agts.	empls.
Atlantic	3	1,720
Quebec	3	3,100
Ontario	20	28,788
Prairies	15	31,690
British Columbia	4	6,320
Multi-provincial	1	1,050
Federal	18	32,044

Percentage distribution of employees in June settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN JUNE

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (6 agreements)	5 056	2.3	2.1	34.7	
Du Pont Canada Inc. (production) (Ont.)	536	2.6	2.4	24.0	97-04-30
Uniroyal Goodrich Inc. (plant) Kitchener (Ont.)	900	1.5*	0.7	36.0	98-05-31
Christie Brown (production) (Que.)	550	2.4	2.2	24.0	97-04-30
Qit-Fer et Titane Inc. (plant) (Que.)	900	2.1*	2.1	36.0	98-04-29
Reynolds Canada (production) (Que.)	1 650	2.8*	3.5	36.0	98-06-30
Cavendish Farms (plant/maintenance) (P.E.I.)	520	1.7	0.0	48.0	98-12-31
Construction (15 agreements)	20 130	1.2	1.0	35.2	
Sheet Metal Air Cond. Nat' Assn (sheet metal workers) (B.C.)	1 250	0.0	0.0	24.0	97-04-30
Alta Const. Lab. Rel. Assn (iron workers) (Alta.)	800	0.2	0.4	24.0	97-04-30
Const. Lab. Rel Assn Man. (electricians) (Man.)	700	0.8	0.3	36.0	98-04-30
Const. Lab. Rel Assn Man. (plumbers) (Man.)	800	0.7	0.1	36.0	98-04-30
Const. Lab. Rel Assn Man. (labourers) (Man.)	500	0.0	0.0	36.0	98-04-30
Metro Toronto Rd Builders Assn (labourers) (Ont.)	530	1.8	1.1	36.0	98-04-30
Metro Toronto Sewer & Water (equip. oper.) (Ont.)	500	1.7	1.0	36.0	98-04-30
Metro Toronto Sewer & Water labourers) (Ont.)	1 000	1.7	1.4	36.0	98-04-30
Arch Glass & Metal Contactors. (glaziers) (Ont.)	800	1.6	2.7	36.0	98-04-31
Master Insulators Assn (insulation workers) (Ont.)	1 200	1.1	0.0	36.0	98-04-31
Mechanical Contractors Assn (plumbers) (Ont.)	8 000	1.3	0.7	36.0	98-04-30
Ont. Painting Contractors Assn (painters) (Ont.)	1 800	2.4	3.9	36.0	98-04-31
Mechanical Contractors Assn (plumbers/pipe-fitters) (N.B.)	600	1.6	2.5	36.0	97-06-30
Moncton Northeast Construction Assn (labourers) (N.B.)	600	-0.3	0.0	72.0	98-06-30
Pipe Line Contr. Assn Canada (op. engineers) (multi-prov.)	1 050	0.0	0.0	24.0	97-04-30
Transp., Comm., & Utilities (18 agreements)	32 044	1.4	0.2	44.4	
CP Rail (engineers & non-op empls.)	4 920	1.5	0.0	48.0	97-12-31
system-wide) (4 agreements)					
C.P. Rail (shopcraft empls.) (system-wide)	4 800	1.5	0.0	48.0	97-12-31
C.N. Rail (office, maint. of way, labourers, shopcraft empls.)	14 584	1.5	0.0	48.0	97-12-31
(various regions) (7 agts.)					
Via Rail Canada Inc. (car, non-op. and shopcraft empls.) (system-wide) (3 agts.)	3 190	0.5	0.0	48.0	97-12-31
AGT Ltd (clerical & oper. services) (Alta.)	3 250	1.5	1.5	12.0	96-04-30
Cdn Freightways Ltd (truck drivers) (Alta.)	550	2.4	2.4	36.0	97-12-31
Maritime Employers Assn. (longshoremen) (Que.)	750	1.6	0.0	60.0	97-12-31
Trade, Finance & Insurance (2 agreements)	2 012	1.6	1.3	32.5	
Finning Ltd (service & maint. empls.) (B.C.)	870	3.0	3.0	24.0	97-04-14
Sask. Government Insurance (office empls.) (Sask.)	1 142	0.6	0.0	39.0	97-12-31
Community, Business & Personal Services (16 agreements)	35 184	0.2	-0.5	21.1	
Greater Vancouver Hotel Empls (service & maint.) (B.C.)	2 200	2.5	2.0	36.0	98-02-28
University of British Columbia (academic staff) (B.C.)	2 000	0.0	0.0	24.0	96-06-30
Government of Manitoba (health, social care) (Man.)	1 462	0.0	0.0	18.0	96-03-26
Manitoba Health Organization (non medical empls.) (Man.)	8 000	0.0	-2.7	12.0	96-03-26
Manitoba Health Organization (nurses) (Man.)	8 000	0.0	-2.7	15.0	96-03-31
Etobicoke Board of Education (teachers-secondary) (Ont.)	970	0.0	0.0	36.0	96-08-31

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

MAJOR SETTLEMENTS REACHED IN JUNE (cont'd)

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Lincoln County Board of Education (teachers-elem.) (Ont.)	900	0.0	0.0	12.0	96-08-31
North York Board of Education (teachers-sec.) (Ont.)	1 790	0.0	0.0	36.0	96-08-31
Durham Board of Education (teachers-elem.) (Ont.)	2 300	0.0	0.0	12.0	96-08-31
Scarborough Board of Education (teachers-sec.) (Ont.)	2 120	0.0	0.0	36.0	96-08-31
Frontenac County Board of Education (teachers-sec.) (Ont.)	522	0.1	0.2	24.0	96-08-31
Lambton County Board of Education (teachers-elem.) (Ont.)	672	0.0	0.0	12.0	96-08-31
Wentworth County Board of Education (teachers-elem.) (Ont.)	783	0.0	0.0	24.0	96-08-31
Middlesex County Board of Education (teachers-elem.) (Ont.)	500	0.7	1.4	24.0	97-08-31
York Board of Education (teachers-sec.) (Ont.)	640	0.0	0.0	36.0	96-08-31
Toronto Board of Education (teachers-sec.) (Ont.)	2325	0.0	0.0	36.0	96-08-31
Public Administration (7 agreements)	10 286	0.0	0.0	18.0	
Government of Manitoba (public servants) (Man.) (7 agts)	10 286	0.0	0.0	18.0	96-03-26
Agreements with COLA (3 agreements)	3 450	2.3	2.4	36.0	
Agreements without COLA (61 agreements)	101 262	0.8	0.1	31.4	
All agreements (64 agreements)	104 712	0.9	0.2	31.4	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

Please Note:

Effective August 1, 1995, the Bureau of Labour Information officially became the Workplace Information Directorate in the Labour Branch of Human Resources Development Canada. The functions, products and services of the Directorate remain as before.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage increases in base rates)

	1992 1993 1994				1995				1995				Year to Date
	1994				1995				1995				
	2	3	4		1	2	1	2	Apr	May	Jun		
All Industries/Jurisdictions													
Average Annual Increase	2.1	0.6	0.3	0.2	0.5	0.4	0.8	1.0	1.3	1.2	0.9	0.9	0.9
Non-COLA	2.0	0.4	0.2	0.0	0.3	0.3	0.7	0.9	1.2	1.1	0.8	0.8	0.8
COLA	2.6	2.2	1.4	1.3	1.3	1.4	1.0	2.4	2.7	2.5	2.3	2.3	1.2
First Year Increase	1.9	0.5	-0.1	0.0	-0.4	0.1	0.5	0.5	1.1	0.9	0.2	0.5	0.5
Non-COLA	2.0	0.3	-0.2	-0.1	-0.5	0.0	0.6	0.4	1.0	0.7	0.1	0.5	0.5
COLA	1.6	1.9	0.6	0.5	0.6	0.5	0.3	2.5	2.3	2.6	2.4	0.5	0.5
Industries													
Primary Industries	2.7	1.0	1.1	1.2	1.2	-	-	2.0	2.0	-	-	-	2.0
Manufacturing	2.2	2.0	2.0	1.7	1.5	2.5	2.7	2.4	2.1	2.7	2.3	2.3	2.6
Construction	3.2	0.4	0.1	1.8	-	-0.1	1.3	0.9	0.2	0.7	1.2	1.2	1.0
Transp. & Communication	2.7	0.7	1.1	0.9	1.6	0.7	0.8	1.4	0.9	1.4	1.4	1.4	1.0
Trade-Finance	2.4	0.2	0.1	1.5	0.3	0.3	0.5	0.9	0.3	1.2	1.6	1.6	0.9
Services	1.7	0.7	-0.1	-0.5	0.0	0.0	0.0	0.6	2.8	0.4	0.2	0.2	0.3
Public Administration	2.3	0.2	0.1	0.1	0.2	-0.2	0.4	0.4	1.0	0.9	0.0	0.0	0.4
Jurisdictions													
Newfoundland	0.1	0.1	0.0	0.0	0.0	-	0.9	0.0	0.0	-	-	-	0.8
Prince Edward Island	0.3	0.0	-4.1	-4.4	-	-	-	1.7	-	-	1.7	1.7	1.7
Nova Scotia	1.8	5.1	-0.5	-0.6	1.0	-	0.3	-	-	-	-	-	0.3
New Brunswick	1.4	2.8	1.0	1.4	0.5	-2.3	-	0.5	0.3	-	0.7	0.5	0.5
Quebec	1.1	0.1	1.4	1.2	2.4	1.2	1.4	2.2	1.5	2.1	2.5	2.0	2.0
Ontario	2.4	1.3	0.3	0.7	0.5	0.1	0.9	1.3	2.2	1.8	0.8	1.1	1.1
Manitoba	2.4	0.9	1.7	1.4	-	1.5	1.4	0.1	-	0.9	0.0	0.3	0.3
Saskatchewan	3.3	1.2	1.0	2.4	-	0.6	0.0	1.6	2.0	3.0	0.6	0.4	0.4
Alberta	3.6	0.3	-1.6	-2.0	-2.7	-0.8	-1.2	0.0	0.0	0.0	0.2	-0.6	-0.6
British Columbia	3.5	2.3	1.6	1.2	1.8	2.2	1.7	1.3	1.3	1.4	1.3	1.5	1.5
Multi-Province	3.2	3.4	2.5	-	-	-	1.4	0.0	-	0.0	0.0	0.6	0.6
Federal Jurisdiction	2.8	0.2	0.4	0.2	1.8	0.4	0.8	1.4	0.9	1.4	1.4	1.1	1.1
Public Sector	2.0	0.5	0.0	-0.1	-0.1	-0.1	0.4	0.5	0.6	1.0	0.4	0.5	0.5
Private Sector	2.5	0.9	1.2	1.4	1.3	1.2	1.6	1.5	1.6	1.4	1.5	1.5	1.5

OTHER INDICATORS

(year-over-year percentage change)

	Year over year percentage change												Year to Date						
	1992				1993				1994					1995					
	1992		1993		1994		1995		1994		1995			1995					
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	Apr	May	Jun
Average Weekly Earnings																			
All Industries	2.1	1.3	1.3	1.6	1.4	1.7			1.1								0.9	0.9	
Manufacturing	3.9	2.3	1.9	2.0	1.5	2.3			0.8								0.9	0.1	
Consumer Price Index	1.5	1.8	0.2	0.0	0.2	0.0			1.6	2.7							2.5	2.9	2.7
																			1.8

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Cominco Ltd. (B.C.)	Steelworkers	1 750	July 95
•Prov. Health Auth. of Alberta	CUPE	1 150	July 95
•Ontario Contractors	various unions	12 640	June/July 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•City of Vancouver	Vancouver Mun.&Reg. Empls.	3 688	Mediation	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	40 000	Bargaining	June 94 & 95
•B.C. Hydro & Power Authority	IBEW	2 000	Bargaining	September 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences, Hlth Care Guild	17 440	Bargaining	March/Apr. 95
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	20 100	Arbitration	September 93
•City & Metro Toronto	CUPE	13 800	Bargaining	December 94
•Toronto Elementary Schools	various unions	10 625	Bargaining	August 95
•City of Montreal	CUPE	5 100	Conciliation	December 94
•Government of Quebec	various unions	350 000	Bargaining	June 95
Private Sector				
•Air Canada	CALPA	1 677	Bargaining	April 95
•B.C. Contractors	various unions	28 875	Tent. Agts.	April 94
•Council of Marine Carriers (B.C.)	CMSG	965	Conciliation	September 94
•CAMI Automotive (Ont.)	CAW	2 100	Bargaining	September 95
•Ontario Contractors	various unions	20 160	Bargaining	April 95
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	Bargaining	May 95
•Bldg. Contractors Assn. of Que.	various unions	53 876	Bargaining	December 94
•Sydney Steel Corporation	Steelworkers	700	Bargaining	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Bell Canada	CEP	18 000	November 95
•Highland Valley Copper (B.C.)	Steelworkers	1 020	September 95
•McDonnell Douglas (Ont.)	CAW	2 200	October 95
•Clothing Industry (Que.)	Amalgamated Clothing & Textile Workers	4 000	November 95

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

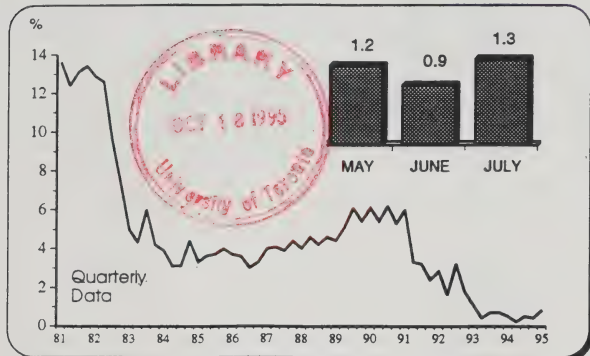
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THE WAGE SETTLEMENTS BULLETIN

September 1995
Volume 6, Issue 9

Perspective on base rate percentage adjustments from major settlements

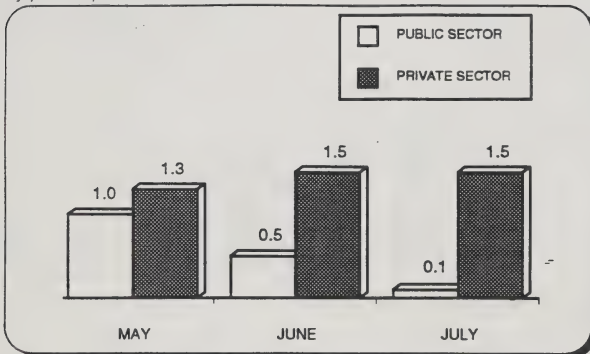
July 1995



• Wage adjustments from major collective bargaining settlements ratified during the month of July averaged **1.3 per cent**, an increase from 0.9 per cent in June, and 1.2 per cent in May. Over the last few years, public sector settlements have been primarily responsible for exerting downward pressure on overall results. In July, however, public sector employees accounted for only 10% of all employees in the month's settlements; this, combined with some larger increases in private sector settlements, resulted in the higher overall level of increase.

• The July results are based on 28 agreements covering 60,023 employees. When the parties to these contracts last negotiated - with an average contract duration of approximately 33 months - the resulting wage adjustments averaged 1.5 per cent, compared to the 1.3 per cent in their current settlements.

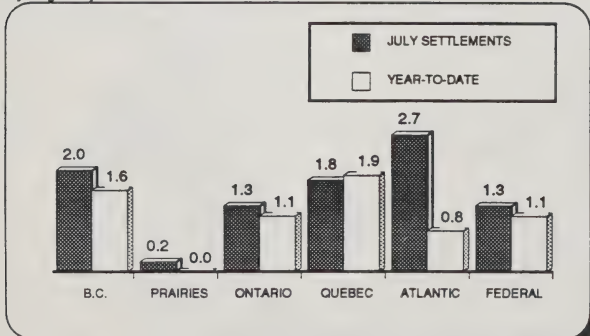
Base rate percentage adjustments from major settlements by public / private sectors



• Public sector wage adjustments averaged **0.1 per cent**, down considerably from 0.5 per cent in June and 1.0 per cent in May. The July public sector results are based on a relatively low monthly coverage of 6,134 employees in 6 agreements. Adjustments in this sector ranged from a 5.5 per cent wage cut extending over the last 34 months of a 3-year contract between the Alberta Healthcare Association and its 1,150 office workers, to a 1.0 per cent increase for 2,150 office and clerical workers with the University of Regina and Saskatoon in Saskatchewan.

• Private sector wage adjustments averaged **1.5 per cent** in July, the same as in June, but slightly higher than the 1.3 per cent figure in May. There were 22 private sector agreements in July covering 53,889 employees (90% of the month's total number of employees). Wage adjustments ranged from a wage freeze for 17,512 office and clerical workers with Bell Canada, to an increase of 6.1 per cent for 1,200 plant and maintenance employees with Siemens Electric Ltd. in London, Ontario. Approximately 8,000 aircraft maintenance employees with Air Canada received increases averaging 4.0 per cent.

Base rate percentage adjustments from major settlements by region/ jurisdiction

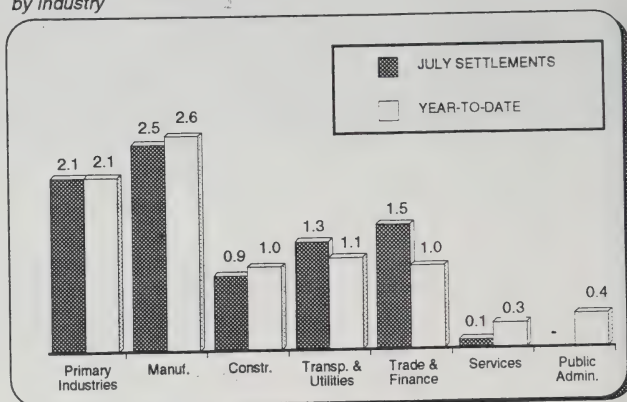


• On a regional/jurisdictional basis, the Federal jurisdiction accounted for the largest concentration of employees in July; 4 agreements provided 26,682 employees with wage adjustments averaging 1.3 per cent (largely those at Bell Canada and Air Canada). In Ontario, 15,574 employees received wage adjustments also averaging 1.3 per cent. In Atlantic Canada, a single agreement provided 650 employees at National Sea Products in Nova Scotia with a 2.7 per cent increase. In the Prairie provinces, wage adjustments averaged 0.2 per cent for 5,000 employees (including the Alberta Healthcare settlement mentioned earlier). In Quebec, adjustments averaged 1.8 per cent (3 agreements, 3,792 employees), and in British Columbia, 2.0 per cent (5 agreements, 8,325 employees).

Le Bulletin est également disponible en français.

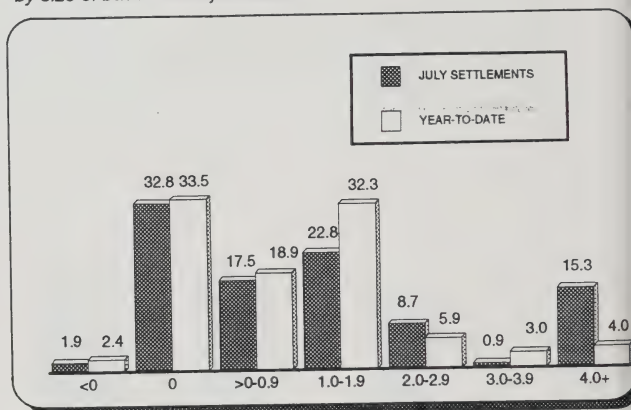
•On an industry basis, wage adjustments ranged from 0.1 per cent in Community, Business and Personal Services (5 agreements covering 5,434 employees), to 2.5 per cent in Manufacturing (9 agreements covering 11,517 employees). The largest concentration of employees in July's settlements were in Transportation and Communication (4 agreements covering 26,682 employees) with an average increase of 1.3 per cent. In Construction, 7 agreements provided 12,540 employees with wage increases averaging 0.9 per cent, and in the Trade sector, 3,000 employees received wage gains of 1.5 per cent in 2 agreements. There was only 1 settlement in Primary Industries providing 850 miners at Quintette Coal in B.C. with a 2.1 per cent increase. There were no settlements in Public Administration.

Base rate percentage adjustments in July settlements by industry



•Wage rates were frozen for 19,696 employees in 4 agreements (33% of all employees covered in July settlements), and rolled back for 1,150 employees in 1 agreement. Another 24,177 employees in 14 settlements received wage increases of up to 1.9 per cent (approximately 40% of the month's total number of employees). Seven agreements covering 5,800 employees provided for increases in the 2.0 to 3.9 per cent range; the remaining 9,200 employees in 2 settlements gained wage increases of 4.0 per cent and over.

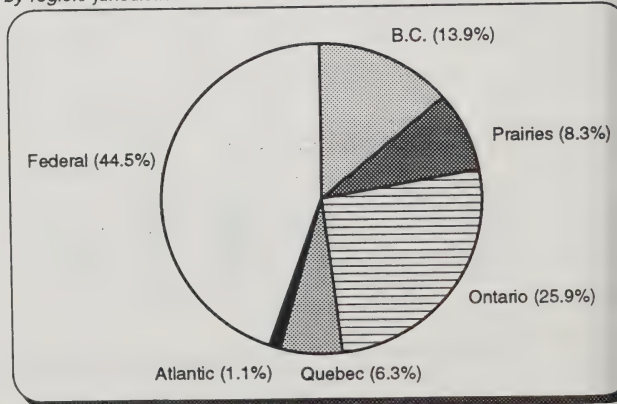
Percentage distribution of employees in July settlements by size of base rate adjustments



•The distribution of settlements by region/ jurisdiction for the month of July is as follows:

	agts.	empls.
Atlantic Canada	1	650
Quebec	3	3,792
Ontario	11	15,574
Prairie Provinces	4	5,000
British Columbia	5	8,325
Federal Jurisdiction	4	26,682

Percentage distribution of employees in July settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN JULY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date (yyymmdd)
Primary Industries (1 agreement)	850	2.1	2.0	48.0	
Quintette Corp. (mine emps)Tumbler Ridge (B.C.)	850	2.1	2.0	48	99-05-31
Manufacturing (9 agreements)	11,517	2.5	2.8	38.0	
Nat'l Sea Products (plant), Louisbourg (N.S.)	650	2.7*	4.0	36	97-12-31
Stone-Consolidated Inc. (production) La Baie (Que.)	672	1.3*	0.0	60	98-04-29
Métallurgie Noranda inc. (production), Montreal (Que.)	820	1.8	1.8	36	98-05-30
Cuddy Food Products (plant), London (Ont.)	850	2.6	2.7	24	97-06-01
Mitsubishi Electric (plant & maint.), Midland (Ont.)	500	2.0	2.0	24	97-07-05
Siemens Electric Ltd(plant & maint.) London (Ont.)	1,200	6.1*	7.6	36	98-07-16
Northwood Pulp & Timber (mill) Pr. George (B.C.)	550	3.0	3.0	36	97-04-30
Cominco Ltd.(plant & maint emps).Trail (B.C.)	1,900	2.7	4.0	48	99-05-31
Fish Processors' Barg. Assn. (processing) (B.C.)	4,375	1.7	1.6	36	98-04-15
Construction (7 agreements)	12,540	0.9	0.2	36.0	
Labourers Emp. Barg. Agency (labourers), (Ont.)	8,000	0.8	0.1	36	98-04-30
Toronto Residential Air Handling Gr. (sheet metal) (Ont.)	540	1.0	0.0	36	98-04-30
Nat'l Elevator-Escalator Assn (elev-const & maint.),(Ont)	1,100	1.4	0.2	36	98-04-30
Met. Plumb-Heat Contr. Assn (plumbers) Toronto (Ont.)	700	1.3	0.7	36	98-04-30
Resident Framing Contr. Assn (carpenters),Toronto (Ont.)	600	0.6	0.0	36	98-04-30
Metro Toronto Res & LowRise Contr. (labourers) (Ont.)	600	0.9	0.0	36	98-04-30
Const. Lab. Rel. Assn.of Manitoba (carpenters), (Man.)	1,000	1.0	0.6	36	98-04-30
Transp., Comm. & Utilities (4 agreements)	26,682	1.3	1.3	32.4	
Air Canada (aircraft maintenance) (Canada-wide)	8,000	4.0	4.0	24	97-06-17
Bell Canada (office & clerical), (Ont.)	17,512	0.0	0.0	36	98-05-31
NB Tele Co Ltd (service / maint.) Saint John (N.B.)	670	0.7	0.0	36	98-04-04
Waterfront Foremen Emp Assoc (foremen), (B.C.)	500	2.9	3.0	36	95-12-31
Trade, Finance & Insurance (2 agreements)	3,000	1.5	1.2	48.0	
Assn indép. du verre plat & fenêtrage (plant) Mtl (Que.)	2,300	1.9*	1.6	59	99-12-31
Liquor Control Comm of Man. (admin) (Man.)	700	0.0	0.0	12	96-03-31
Community, Business & Personal Services (5 agreements)	5,434	0.1	-1.0	31.3	
University of Toronto (service & maint) (Ont.)	634	0.0	0.0	12	96-06-30
Univ of Guelph (office & clerical), (Ont.)	850	0.0	0.0	33	96-03-31
Univ of Regina & Sask (office & clerical) (Sask.)	2,150	1.0	0.0	36	96-12-31
Alberta Healthcare Assn. (office), (Alta.)	1,150	-1.9	-5.5	36	98-03-31
Simon Fraser Univ. (office), Burnaby (B.C.)	650	0.8	1.6	24	97-03-31
Agreements with COLA (4 agreements)	4,822	3.0	3.2	50.3	
Agreements without COLA (24 agreements)	55,201	1.2	-0.1	33.8	
All agreements (28 agreements)	60,023	1.3	1.1	35.1	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustments in base rates)

	1992												1995											
	1992				1993				1994				1995				1995				1995			
	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
All Industries/Jurisdictions																								
Average Annual Increase	2.1	0.6	0.3		0.2	0.5	0.4		0.8	1.0	1.0		0.4	1.1	1.1		0.4	1.1	1.1		1.2	0.9	1.3	
Non-COLA	2.0	0.4	0.2		0.0	0.3	0.3		0.7	0.9	0.9		0.1	1.0	1.0		0.1	1.0	1.0		1.1	0.8	1.2	
COLA	2.6	2.2	1.4		1.3	1.3	1.4		1.0	2.4	1.3		0.9	1.6	2.6		0.9	1.6	2.6		2.5	2.1	3.0	
First Year Increase	1.9	0.5	-0.1		0.0	-0.4	0.1		0.5	0.5	0.6		0.2	0.7	0.6		0.2	0.7	0.6		0.9	0.2	1.1	
Non-COLA	2.0	0.3	-0.2		-0.1	-0.5	0.0		0.6	0.4	0.6		0.3	0.7	0.5		0.3	0.7	0.5		0.7	0.2	1.0	
COLA	1.6	1.9	0.6		0.5	0.6	0.5		0.3	2.5	0.7		0.1	1.1	2.8		0.1	1.1	2.8		2.6	2.4	3.2	
Industries																								
Primary Industries	2.7	1.0	1.1		1.2	1.2	-		-	2.0	2.1		-	2.0	2.1		-	2.0	2.1		-	-	2.1	
Manufacturing	2.2	2.0	2.0		1.7	1.5	2.5		2.7	2.4	2.6		2.3	2.8	2.5		2.3	2.8	2.5		2.7	2.2	2.5	
Construction	3.2	0.4	0.1		1.8	-	-0.1		1.3	0.9	1.0		-0.4	1.1	0.9		-0.4	1.1	0.9		0.5	1.2	0.9	
Transp. & Communication	2.7	0.7	1.1		0.9	1.6	0.7		0.8	1.4	1.1		0.9	0.6	1.4		0.9	0.6	1.4		1.4	1.4	1.3	
Trade-Finance	2.4	0.2	0.1		1.5	0.3	0.3		0.5	0.9	1.0		0.5	0.3	1.4		0.5	0.3	1.4		1.2	1.6	1.5	
Services	1.7	0.7	-0.1		-0.5	0.0	0.0		0.0	0.6	0.3		-0.1	0.8	0.2		-0.1	0.8	0.2		0.4	0.2	0.1	
Public Administration	2.3	0.2	0.1		0.1	0.2	-0.2		0.4	0.4	0.4		0.2	0.6	0.2		0.2	0.6	0.2		0.9	0.1	-	
Jurisdictions																								
Newfoundland	0.1	0.1	0.0		0.0	0.0	-		0.9	0.0	0.8		0.0	2.3	-		0.0	2.3	-		-	-	-	
Prince Edward Island	0.3	0.0	-4.1		-4.4	-	-		-	1.7	1.7		-	-	2.7		-	-	2.7		-	1.7	-	
Nova Scotia	1.8	5.1	-0.5		-0.6	1.0	-		0.3	-	0.5		0.8	0.2	2.7		0.8	0.2	2.7		-	-	2.7	
New Brunswick	1.4	2.8	1.0		1.4	0.5	-2.3		-	0.5	0.5		-2.3	0.3	0.7		-	0.3	0.7		-	0.7	-	
Quebec	1.1	0.1	1.4		1.2	2.4	1.2		1.4	2.2	1.9		1.4	1.1	2.0		1.4	1.1	2.0		2.1	2.4	1.8	
Ontario	2.4	1.3	0.3		0.7	0.5	0.1		0.9	1.3	1.1		0.2	1.1	1.2		0.2	1.1	1.2		1.8	0.9	1.3	
Manitoba	2.4	0.9	1.7		1.4	-	1.5		1.4	0.1	0.3		2.2	1.4	0.2		2.2	1.4	0.2		0.9	0.0	0.6	
Saskatchewan	3.3	1.2	1.0		2.4	-	0.6		0.0	1.6	0.5		0.8	0.2	1.2		0.8	0.2	1.2		3.0	0.6	1.0	
Alberta	3.6	0.3	-1.6		-2.0	-2.7	-0.8		-1.2	0.0	-0.7		-1.4	0.0	-0.2		-1.4	0.0	-0.2		0.0	0.2	-1.9	
British Columbia	3.5	2.3	1.6		1.2	1.8	2.2		1.7	1.3	1.6		1.4	1.6	1.6		1.4	1.6	1.6		1.4	1.3	2.0	
Multi-Province	3.2	3.4	2.5		-	-	-		1.4	0.0	0.6		1.2	1.7	0.0		1.2	1.7	0.0		0.0	0.0	-	
Federal Jurisdiction	2.8	0.2	0.4		0.2	1.8	0.4		0.8	1.4	1.1		0.8	0.9	1.4		0.8	0.9	1.4		1.4	1.4	1.3	
Public Sector	2.0	0.5	0.0		-0.1	-0.1	-0.1		0.4	0.5	0.5		0.2	0.5	0.5		0.2	0.5	0.5		1.0	0.5	0.1	
Private Sector	2.5	0.9	1.2		1.4	1.3	1.2		1.6	1.5	1.5		1.2	1.6	1.5		1.2	1.6	1.5		1.3	1.5	1.5	

OTHER INDICATORS (year-over-year percentage change)

	1992												1995											
	1992				1993				1994				1995				1995				1995			
	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Average Weekly Earnings																								
All Industries	2.1	1.3	1.3		1.6	1.4	1.7		1.1	0.7	1.6		0.3	2.2	2.7		0.3	2.2	2.7		0.9	0.3		
Manufacturing	3.9	2.3	1.9		2.0	1.5	2.3		0.8	0.4	2.0		0.1	0.1	2.7		0.1	0.1	2.7		0.1	0.1		
Consumer Price Index	1.5	1.8	0.2		0.0	0.2	0.0		1.6	2.7	2.2		0.3	2.2	2.7		2.9	2.2	2.7		2.9	2.7	2.5	

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•B.C. Contractors	various unions	28 875	August 95
•Provincial Health Authority of Alta.	CUPE	1 150	July 95
•Ontario Contractors	various unions	11 150	August 95
•Metro Toronto School Brds.	various unions	10 625	August 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•City of Vancouver	Vancouver Mun.&Reg. Empls.	3 688	Mediation	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	40 000	Bargaining	June 94 & 95
•B.C. Hydro & Power Authority	IBEW	2 000	Bargaining	September 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences, Hlth Care Guild	16 500	Bargaining	March/Apr. 95
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	20 100	Arbitration	September 93
•City & Metro Toronto	CUPE	13 800	Bargaining	December 94
•City of Montreal	CUPE	5 100	Conciliation	December 94
•Government of Quebec	various unions	350 000	Barg./Tent. Agt.	June 95

Private Sector

•Air Canada	CALPA	1 677	Bargaining	April 95
•Council of Marine Carriers (B.C.)	CMSG	965	Tent. Agt.	September 94
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Bargaining	September 95
•CAMI Automotive (Ont.)	CAW	2 100	Bargaining	September 95
•Ontario Contractors	various unions	9 010	Bargaining	April 95
•McDonnell Douglas (Ont.)	CAW	2 200	Bargaining	October 95
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	Bargaining	May 95
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg./Med.	December 94
•Sydney Steel Corporation	Steelworkers	700	Conciliation	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Bell Canada	CEP	18 000	November 95
•B.C. Maritime Empl. Assn.	ILWU	4 000	December 95
•Clothing Industry (Que.)	Amalgamated Clothing & Textile Workers	4 000	November 95
•Hydro Quebec	CUPE & Prof. Engineers	15 314	December 95
•Newfoundland Govt.	Nfld. & Labrador Teachers' Assn.	9 000	December 95

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate). Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

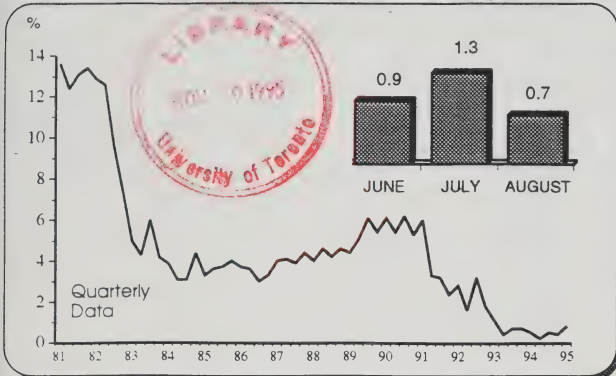
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THE WAGE SETTLEMENTS BULLETIN

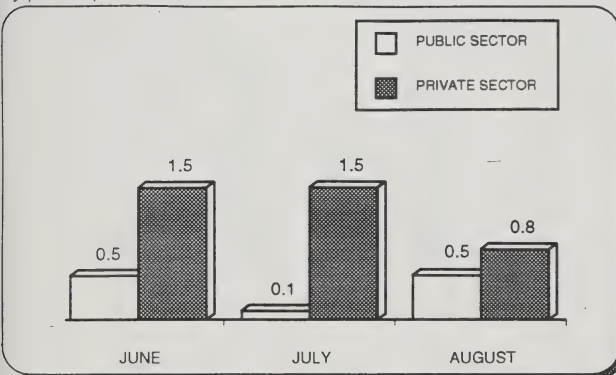
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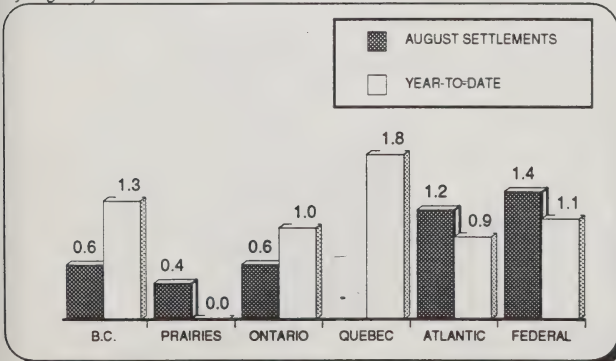
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region/ jurisdiction



Le Bulletin existe également en français.

August 1995

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of August averaged **0.7 per cent**, a decrease from 1.3 per cent in July, and 0.9 per cent in June, and the lowest monthly figure since December 1994. Wage adjustments from settlements in the January to August period averaged 0.9 per cent.

•The majority of settlements in August were in the Construction sector where 64% of the total number of employees in the month's settlements received increases averaging 0.7 per cent.

•The August results are based on 30 agreements covering 64,773 employees. When the parties to these August contracts last negotiated - with an average contract duration of approximately 30 months - the resulting wage adjustments were significantly higher at 3.1 per cent, compared to the 0.7 per cent in their current settlements.

•**Public sector** wage adjustments in August averaged **0.5 per cent**, higher than July's 0.1 per cent but the same as in June. These results are based on 11 agreements covering 22,538 employees. Wages were frozen for 10,447 elementary teachers in Ontario and for 2,500 office employees at Ontario's Workers' Compensation Board. The largest increase, at 1.8 per cent, was recorded by the University of New Brunswick and 580 academic staff. Six thousand (6,000) health service employees of the Government of New Brunswick, and 2,400 office employees with the B.C. Workers' Compensation Board settled for increases of 1.1 per cent.

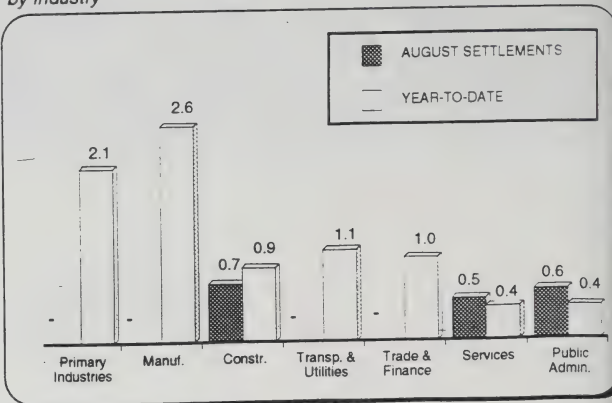
•**Private sector** wage adjustments in August averaged **0.8 per cent**, lower than the 1.5 per cent figure recorded in both June and July. The August private sector results are based on 19 agreements covering 42,235 employees. These settlements consist largely of Construction industry contracts in Ontario and British Columbia. Wage adjustments ranged from a wage freeze for 6,425 construction workers with the Construction Labour Relations Association of British Columbia and 1,050 labourers with the Pipe Line Construction Association to an increase of 2.0 per cent for 1,500 painters also with the Construction Labour Relations Association of British Columbia.

•On a regional/jurisdictional basis, British Columbia and Ontario accounted for approximately 83 per cent of the total number of employees involved in August settlements. In British Columbia, 12 agreements provided 27,825 employees with wage adjustments averaging 0.6 per cent; in Ontario, 25,647 employees in 12 settlements received wage adjustments also averaging 0.6 per cent. In Atlantic Canada, 2 agreements provided 6,580 employees with a 1.2 per cent increase. In the Prairie provinces, a single agreement provided 611 teachers in Alberta with wage gains averaging 0.4 per cent. In the Federal jurisdiction, (con't on next page)

560 employees received increases averaging 1.4 per cent. Two multi-province agreements provided 3,550 employees with wage adjustments averaging 0.9 per cent.

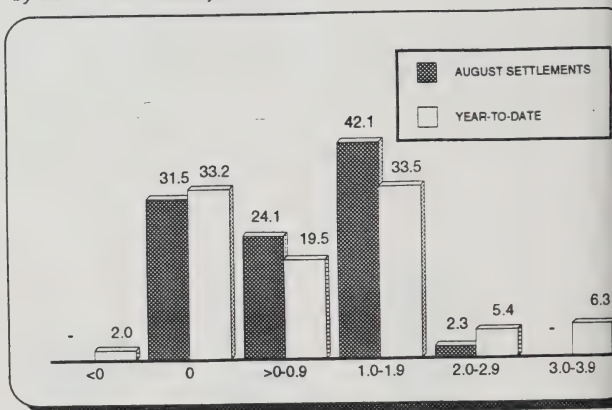
•Major settlements in August were concluded in three industry-groups. Eighteen Construction agreements provided 41,675 employees with wage increases averaging 0.7 per cent. Five of these settlements provided for a wage freeze for the duration of the contract. In Community, Business and Personal Services, 18,198 employees received wage adjustments averaging 0.5 per cent in 10 agreements. Wages were frozen for 10,447 Ontario elementary teachers in 6 of these 10 agreements. There were only 2 settlements in Public Administration, providing 4,900 employees with wage adjustments averaging 0.6 per cent.

Base rate percentage adjustments in August settlements, by industry



•Wage rates were frozen for almost one-third of all employees covered in August settlements (20,422 employees in 12 agreements). Another 15,611 employees in 6 settlements received wage increases ranging from 0.1 to 0.9 per cent (approximately 24% of the month's total number of employees). Eleven agreements covering 27,240 employees provided for increases in the 1.0 to 1.9 per cent range (42% of total); the remaining 1,500 employees in a single settlement received wage gains averaging 2.0 per cent.

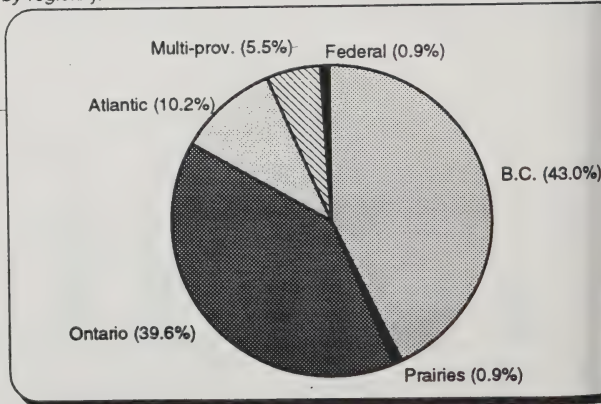
Percentage distribution of employees in August settlements, by size of base rate adjustments



•The distribution of settlements by region/ jurisdiction for the month of August is as follows:

	<u>Agt.</u>	<u>Empls.</u>
Atlantic Canada	2	6,580
Ontario	12	25,647
Prairie Provinces	1	611
British Columbia	12	27,825
Multi-provincial	2	3,550
Federal Jurisdiction	1	560

Percentage distribution of employees in August settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Construction (18 agreements)	41,675	0.7	0.1	39.8	
Nat'l Capital Road Bld. Assn. (labourers) Ottawa (Ont.)	600	1.6	1.4	36	98-04-30
Ont. Form Workers Assn. (labourers) (Ont.)	600	1.4	0.3	36	98-04-30
Oper. Eng. Employer Barg. Agency (oper-eng.) (Ont.)	2,500	1.2	0.3	36	98-04-30
Ont. Erectors Assn. (iron workers) (Ont.)	5,000	1.2	0.0	36	98-04-30
Masonry Ind. Empl. Council (bricklayers) (B.C.)	4,000	1.1	0.9	36	98-04-30
Const. Lab. Rel. Assn. B.C. (carpenters) (B.C.)	9,000	0.5	0.0	36	97-04-30
Const. Lab. Rel. Assn. B.C. (plasterers) (B.C.)	4,725	0.0	0.0	48	98-04-30
Const. Lab. Rel. Assn. B.C. (truck drivers) (B.C.)	1,200	0.1	0.3	48	98-04-30
Const. Lab. Rel. Assn. B.C. (painters) (B.C.)	1,500	2.0	0.0	48	98-04-30
Const. Lab. Rel. Assn. B.C. (electricians) (B.C.)	1,500	0.9	0.0	48	98-04-30
Const. Lab. Rel. Assn. B.C. (bricklayers) (B.C.)	600	0.0	0.0	36	97-04-30
Const. Lab. Rel. Assn. B.C. (cement finishers) (B.C.)	500	0.0	0.0	36	97-04-30
Const. Lab. Rel. Assn. B.C. (plumbers & pipefitters) (B.C.)	2,500	1.0	0.0	48	98-04-30
Const. Lab. Rel. Assn. B.C. (iron workers) (B.C.)	1,000	0.8	0.0	48	98-04-30
Const. Lab. Rel. Assn. B.C. (roofers) (B.C.)	600	0.0	0.0	24	96-04-29
Const. Lab. Rel. Assn. B.C. (heavy equip. oper.) (B.C.)	2,300	0.4	0.0	48	98-04-30
Pipe Line Contr. Assn. Canada (labourers) (multi-prov.)	1,050	0.0	0.0	24	97-04-30
Cdn. Aut. Sprinkler Assn. (plumbers & pipefitters) (Canada-wide)	2,500	1.2	0.0	36	98-04-30
Community, Business & Personal Services (10 agreements)	18,198	0.5	0.2	29.7	
University of New Brunswick (professors) (N.B.)	580	1.8*	2.0	36	98-06-30
Gov't of New Brunswick (health serv. non-prof.) (N.B.)	6,000	1.1	0.0	60	99-06-30
Toronto Board of Educ. (teachers-elem) (Ont.)	2,745	0.0	0.0	12	96-08-31
East York Board of Educ. (teachers-elem) (Ont.)	528	0.0	0.0	12	96-08-31
Etobicoke Board of Educ. (teachers-elem) (Ont.)	1,306	0.0	0.0	12	96-08-31
North York Board of Educ. (teachers-elem) (Ont.)	2,417	0.0	0.0	12	96-08-31
Scarborough Board of Educ. (teachers-elem) (Ont.)	2,866	0.0	0.0	12	96-08-31
York City Board of Educ. (teachers-elem) (Ont.)	585	0.0	0.0	12	96-08-31
Rocky View School Div. 41 (teachers) (Alta.)	611	0.4	0.7	24	97-08-31
Brink's Canada Ltd. (Federal jur.)	560	1.4	2.4	36	98-08-04
Public Administration (2 agreements)	4,900	0.6	0.4	31.4	
Workers' Compensation Board (office) (Ont.)	2,500	0.0	0.0	27	96-03-31
Workers' Compensation Board (office) (B.C.)	2,400	1.1	0.7	36	98-03-31
Agreement with COLA (1 agreement)	580	1.8	2.0	36.0	
Agreements without COLA (29 agreements)	64,193	0.6	0.1	36.3	
All agreements (30 agreements)	64,773	0.7	0.2	36.3	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustment in base rates)

	1994				1995				1995			
	1992		1993		1994		1995		1995		1995	
	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
All Industries/Jurisdictions												
Average Annual Increase	2.1	0.6	0.3	0.2	0.5	0.4	0.8	1.1	0.9	1.2	0.9	0.9
Non-COLA	2.0	0.4	0.2	0.0	0.3	0.3	0.7	1.0	0.9	0.6	1.2	0.8
COLA	2.6	2.2	1.4	1.3	1.3	1.4	1.0	2.4	1.3	1.0	2.5	2.6
First Year Increase	1.9	0.5	-0.1	0.0	-0.4	0.1	0.5	0.6	0.6	0.4	1.0	0.5
Non-COLA	2.0	0.3	-0.2	-0.1	-0.5	0.0	0.6	0.5	0.5	0.5	0.9	0.4
COLA	1.6	1.9	0.6	0.5	0.6	0.5	0.3	2.5	0.7	0.3	2.5	2.8
Industries												
Primary Industries	2.7	1.0	1.1	1.2	1.2	-	-	2.0	2.1	1.7	-	2.0
Manufacturing	2.2	2.0	2.0	1.7	1.5	2.5	2.7	2.4	2.6	2.3	2.8	2.6
Construction	3.2	0.4	0.1	1.8	-	-0.1	1.3	0.9	0.9	-0.1	1.3	0.4
Transp. & Communication	2.7	0.7	1.1	0.9	1.6	0.7	0.8	1.4	1.1	0.2	0.8	1.1
Trade-Finance	2.4	0.2	0.1	1.5	0.3	0.3	0.5	0.9	1.0	0.8	0.5	0.7
Services	1.7	0.7	-0.1	-0.4	0.0	0.0	0.0	0.7	0.4	0.1	0.1	1.6
Public Administration	2.3	0.2	0.1	0.1	0.2	-0.2	0.4	0.5	0.4	-0.2	0.6	0.5
Jurisdictions												
Newfoundland	0.1	0.1	0.0	0.0	0.0	-	0.9	0.0	0.8	0.9	0.0	-
Prince Edward Island	0.3	0.0	-4.1	-4.4	-	-	-	1.7	1.7	-	1.7	-
Nova Scotia	1.8	5.1	-0.5	-0.6	1.0	-	0.3	-	0.8	0.3	-	2.7
New Brunswick	1.4	2.8	1.0	1.4	0.5	-2.3	-	0.5	1.0	-	0.3	1.1
Quebec	1.1	0.1	1.4	1.2	2.4	1.2	1.4	2.1	1.8	1.9	1.4	1.9
Ontario	2.4	1.3	0.3	0.7	0.5	0.1	0.9	1.3	1.0	0.9	1.7	0.9
Manitoba	3.4	0.9	1.7	1.4	-	1.5	1.4	0.1	0.3	1.4	0.9	0.1
Saskatchewan	3.3	1.2	1.0	2.4	-	0.6	0.0	1.6	0.5	-	0.3	0.9
Alberta	3.6	0.3	-1.6	-2.0	-2.7	-0.8	-1.2	0.0	-0.7	-1.2	0.0	-0.7
British Columbia	3.5	2.3	1.6	1.2	1.8	2.2	1.7	1.6	1.3	1.4	1.8	1.0
Multi-Province	3.2	3.4	2.5	-	-	-	1.4	0.0	0.8	1.2	0.8	0.7
Federal Jurisdiction	2.8	0.2	0.4	0.2	1.8	0.4	0.8	1.4	1.1	0.8	1.3	1.4
Public Sector	2.0	0.5	0.0	-0.1	-0.1	-0.1	0.4	0.6	0.5	0.4	0.7	0.4
Private Sector	2.5	0.9	1.2	1.4	1.3	1.2	1.6	1.5	1.4	1.5	1.6	1.3

OTHER INDICATORS

(year-over-year percentage change)

	1994				1995				1995			
	1992		1993		1994		1995		1995		1995	
	1992	1993	1994	1995	1992	1993	1994	1995	1992	1993	1994	1995
Average Weekly Earnings												
All Industries	2.1	1.3	1.3	1.6	1.4	1.7	1.1	0.7	1.6	0.8	2.5	2.7
Manufacturing	3.9	2.3	1.9	2.0	1.5	2.3	0.8	0.4	2.0	0.1	0.5	0.1
Consumer Price Index	1.5	1.8	0.2	0.0	0.2	0.0	1.6	2.7	2.5	2.7	2.5	2.3

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Ontario Contractors	various unions	3 700	September 95
•CAMI Automotive	Auto Workers	2 300	September 95
•Government of Quebec	FIIQ (nurses)	26,500	September 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•City of Vancouver	Vancouver Mun.&Reg. Empls.	3 688	Mediation	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	40 000	Bargaining	June 94 & 95
•B.C. Hydro & Power Authority	IBEW	2 000	Tent. Agt.	September 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences, Hlth Care Guild	16 500	Bargaining	March/Apr. 95
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE	20 100	Arbitration	September 93
•City & Metro Toronto	CUPE	13 800	Bargaining	December 94
•City of Montreal	CUPE	5 100	Mediation	December 94
•Government of Quebec	various unions	323 500	Barg./Tent. Agt.	June 95
Private Sector				
•Air Canada	CALPA	1 677	Bargaining	April 95
•Bell Canada	CEP	18 000	Bargaining	November 95
•Canadian Airlines International	various unions	10 840	Barg./Tent. Agt.	December 95
•Council of Marine Carriers (B.C.)	CMSG	965	Tent. Agt.	September 94
•Highland Valley Copper (B.C.)	Steelworkers	1 020	Tent. Agt.	September 95
•Ontario Contractors	various unions	5 310	Bargaining	April 95
•McDonnell Douglas (Ont.)	CAW	2 200	Bargaining	October 95
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Alcan Smelters and Chemicals	Féd. des syndicats de l'aluminium	5 820	Barg./W.S.	May 95
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg./Med.	December 94
•Sydney Steel Corporation	Steelworkers	700	Conciliation	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Maritime Empl. Assn.	ILWU	4 000	December 95
•B.C. Tel	Telecommunication Workers Union	11 074	December 95
•Clothing Industry (Que.)	Amalgamated Clothing & Textile Workers	4 000	November 95
•Hydro Quebec	CUPE & Prof. Engineers	15 314	December 95
•Newfoundland Govt.	Nfld. & Labrador Teachers' Assn.	9 000	December 95

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

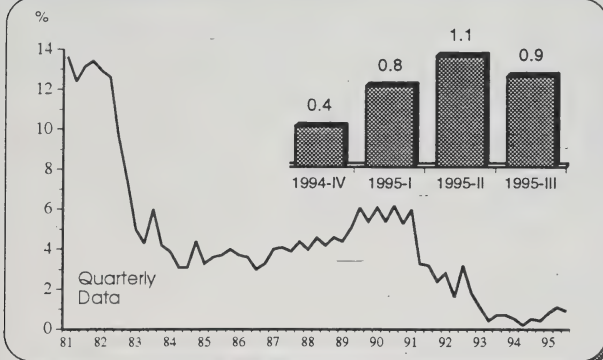
Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.



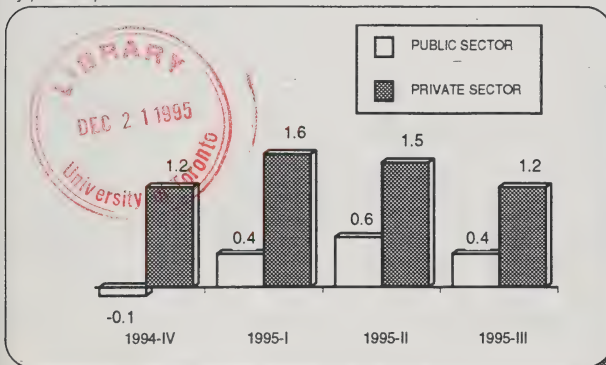
THE WAGE SETTLEMENTS BULLETIN

November 1995
Volume 6, Issue 11

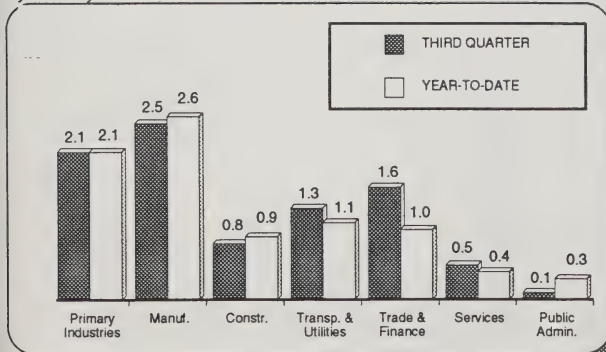
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Third Quarter 1995

•Base rate wage adjustments from major collective bargaining settlements reached in the **third quarter of 1995 averaged 0.9 per cent** annually over the contract term, down slightly from 1.1 per cent in the second quarter. Wage adjustments from settlements in the first three quarters of 1995 also averaged 0.9 per cent.

•There were 191,483 employees covered by the 84 settlements in the third quarter of 1995. Wage adjustments from these agreements were much lower than those in the contracts they replace; when the parties to these settlements last negotiated - with an average contract duration of approximately 30 months - the resulting wage adjustments averaged 2.0 per cent compared to 0.9 per cent in their third-quarter settlements.

•Over the past few years, public sector settlements have been primarily responsible for exerting downward pressure on overall results. In the third quarter, however, public sector employees accounted for only 42.6% of all employees covered compared to 74% last year; this largely accounts for the higher overall level of increase compared to 1994.

•**Public sector** wage adjustments in the third quarter averaged 0.6 per cent, lower than the second quarter figure of 0.6 per cent but the same as in the first quarter. The third-quarter results are based on 31 agreements covering 81,587 employees; 41,319 (50.6%) of public sector employees were subject to wage freezes (49.2%) or rollbacks (1.4 %).

•**Private sector** wage adjustments averaged 1.2 per cent in the third quarter of 1995, down from 1.5 per cent in the second quarter and 1.6 per cent in the first. There were 53 private sector agreements with a coverage of 109,896 employees in the third quarter of 1995; 26,287 (23.9%) of private sector employees were subject to wage freezes.

•The largest industrial concentration of employees in the third quarter of 1995 was in the Construction sector (32.4% of all employees) with wage adjustments averaging 0.8 per cent, followed by the Services sector (29.3% of all employees), with wage adjustments averaging 0.5 per cent. The largest increases were in the Manufacturing sector with an average of 2.5 per cent (8.4% of third-quarter employees). The lowest average adjustments were in Public Administration at 0.1 per cent (12.5% of all employees). In the Transportation, Communication and Utilities group, wage increases averaged 1.3 per cent (15.0% of all employees) and in the Trade and Finance sector, 1.6 per cent (2.0% of employees). In the Primary Industries, there was only one agreement, with a wage increase averaging 2.1 per cent (for 0.4% of the total number of employees).

September 1995

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of **September** averaged **0.6 per cent**, down from 0.7 per cent in August, and 1.3 per cent in July.

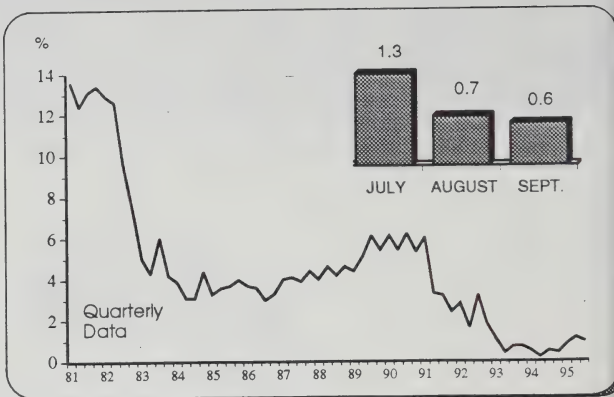
•There were 22 agreements in September covering 58,747 employees. When the parties to these contracts last negotiated - with an average contract duration of approximately 26 months - the resulting average wage adjustment was 0.9 per cent.

•**Public sector** wage adjustments in September averaged **0.4 per cent**, equal to the August figure of 0.4 per cent but higher than July's 0.1 per cent. The September public sector results are based on 13 agreements covering 49,715 employees. This includes a Quebec Health sector agreement providing 26,507 nurses (53.3% of public sector employees and 45.1% of all employees in September settlements) with wage increases averaging 0.7 per cent. Wages were frozen in 10 settlements covering 21,258 employees. The largest increase, at 1.4 per cent, was recorded by ED TEL Communications Inc. in Alberta.

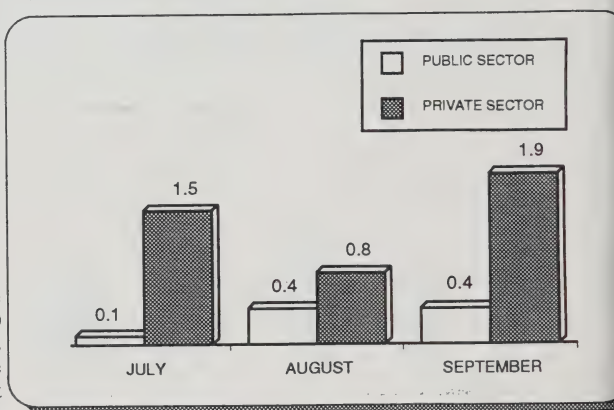
•**Private sector** wage adjustments in September averaged **1.9 per cent**, higher than the 0.8 per cent figure recorded in August and 1.5 per cent in July. The September private sector results are based on 9 agreements covering 9,032 employees. These settlements ranged from a wage freeze for 700 employees with the Pipe Line Contractors Association (the only wage freeze among private sector settlements), to 3.0 per cent for 500 plant employees with Weldwood Canada Ltd. in Alberta.

•On a regional/jurisdictional basis, Quebec accounted for approximately 47 per cent of the total number of employees involved in September settlements; the 3 Quebec settlements provided 27,752 employees with wage increases averaging 0.7 per cent. In Ontario, 12 agreements provided 24,228 employees with wage adjustments averaging 0.5 per cent, and in the Prairie provinces, 4,167 employees in 4 settlements received wage adjustments averaging 0.6 per cent. There was one agreement each in Atlantic Canada (0.7 per cent for 1,300 employees), in British Columbia (2.4 per cent for 600 employees), and one multi-provincial agreement with a wage freeze for 700 employees. There were no agreements in the Federal Jurisdiction.

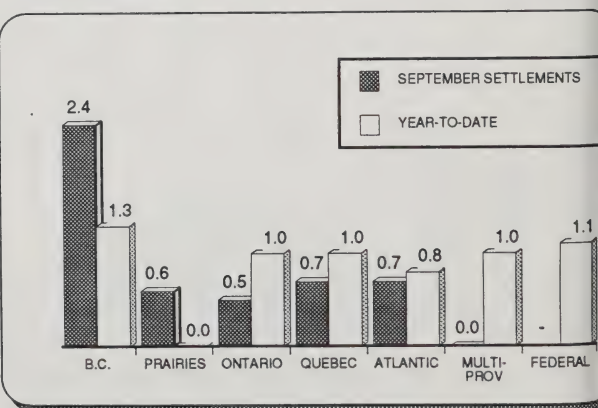
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

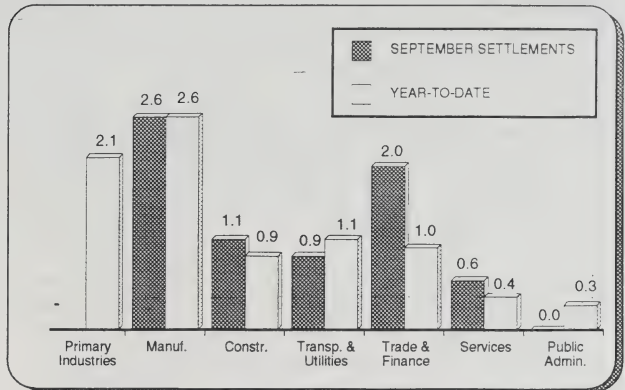


Base rate percentage adjustments from major settlements, by region/ jurisdiction



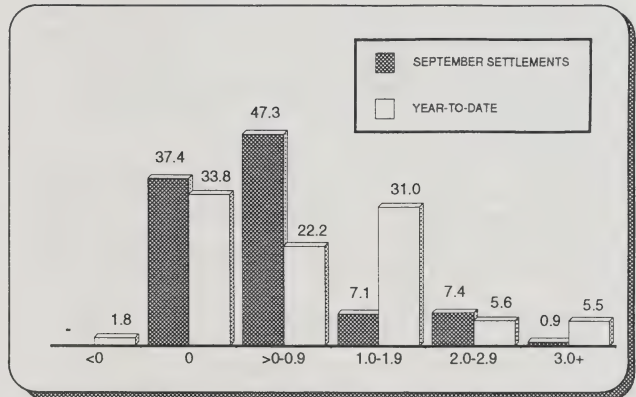
*Base rate percentage adjustments in September settlements,
by industry*

•On an industry basis, wage adjustments ranged from no increase in Public Administration (5 agreements covering 15,834 employees), to a high of 2.6 per cent in Manufacturing (5 agreements covering 4,587 employees). The largest concentration of employees in September's settlements was in Community, Business and Personal Services (6 agreements covering 31,931 employees), with wage adjustments of 0.6 per cent. In Construction, 3 agreements provided 3,700 employees with wage increases averaging 1.1 per cent. In Transportation and Communication, there were 2 agreements covering 1,950 employees, with wage increases averaging 0.9 per cent. In the Trade sector, 745 employees received wage gains of 2.0 per cent in a single agreement. There were no settlements in Primary Industries. —



*Percentage distribution of employees in September settlements,
by size of base rate adjustments*

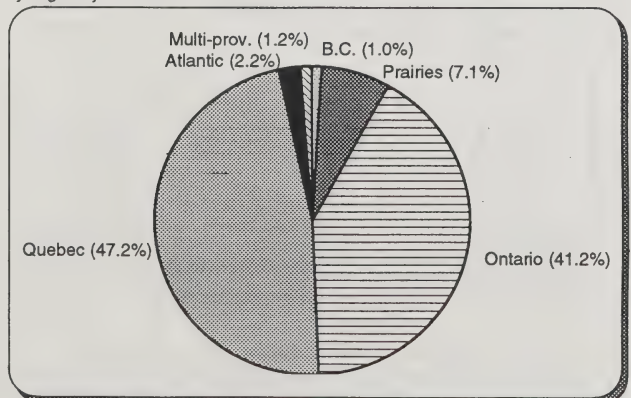
•Wage rates were frozen for 21,958 employees in 11 settlements in September (37.4% of all employees). An additional 27,807 employees (47.3% of all employees) in 2 settlements received wage increases below 1.0 per cent (26,507 of these are covered by the Quebec nurse's settlement). The remaining 8,982 employees (15.3%) in 9 settlements received wage increases ranging from 1.0 to 3.0 per cent.



•The distribution of settlements by region/ jurisdiction for the month of September is as follows:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic Canada	1	1,300
Quebec	3	27,752
Ontario	12	24,228
Prairies	4	4,167
British Columbia	1	600
Multi-provincial	1	700

*Percentage distribution of employees in September settlements,
by region/ jurisdiction*



MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (5 agreements)	4 587	2.6	2.8	38.7	
Coca-Cola Bottling Ltd.. (plant empls. & drivers) (Que.)	500	1.7	2.9	38	98-09-28
Babcock & Wilcox Ind. Ltd. (plant & maint. empls.) (Ont.)	687	2.2	2.5	36	98-08-31
Cami Automotive Inc. (production empls.) (Ont.)	2 300	2.8*	2.5	36	98-09-20
Weldwood Canada Ltd. (plant empls.) (Alta.)	500	3.0	3.0	36	97-05-31
Cominco Ltd. (plant empls.) (B.C.)	600	2.4	4.0	55	99-12-31
Construction (3 agreements)	3 700	1.1	0.5	33.7	
Rodmen Employers Barg. Agency (rodmen) (Ont.)	1 000	1.2	0.0	36	98-04-30
Assn. Millwrighting Contractors (millwrights) (Ont.)	2 000	1.5	1.0	36	98-04-30
PipeLine Contractors Assn. (warehouse & drivers) (Canada-wide)	700	0.0	0.0	24	97-04-30
Transportation, Communication & Utilities (2 agreements)	1 950	0.9	0.4	32.0	
ED TEL Communications Inc. (service & maint.) (Alta.)	650	1.4	1.2	24	96-12-21
Nova Scotia Power Inc. (service, maint. & electricians) (N.S.)	1 300	0.7*	0.0	36	98-03-31
Trade and Finance (1 agreement)	745	2.0	2.0	36.0	
Fédération des Caisses populaires (office & clerical) (Que.)	745	2.0	2.0	36	98-08-31
Community, Business & Personal Services (6 agreements)	31 931	0.6	0.0	33.6	
Comité patronal secteur santé (nurses) (Que.)	26 507	0.7	0.0	36	98-06-30
Carleton Board of Educ. (teachers-secondary) (Ont.)	1 100	0.0	0.0	36	96-08-30
Halton Board of Educ. (teachers-secondary) (Ont.)	1 153	0.0	0.0	24	96-08-31
Peterborough County Board of Educ. (teachers-elem.) (Ont..)	621	0.0	0.0	24	97-08-31
Metro Toronto Homes for the Aged, (part-time health services empls.) (Ont.)	1 750	0.0	0.0	15	96-03-31
St.-James-Assiniboia Sch. Dist. 2 (teachers-elem. & sec.) (Man.)	800	0.0	0.0	12	95-12-31
Public Administration (5 agreements)	15 834	0.0	0.0	17.9	
City & Metro Toronto & Metro Licensing Commission (inside & outside employees) (Ont.) (4 agts.)	13 617	0.0	0.0	15	96-03-31
City of Edmonton (outside workers) (Alta.)	2 217	0.0	0.0	36	97-01-04
Agreement with COLA (2 agreements)	3 600	2.0	1.6	36.0	
Agreements without COLA (20 agreements)	55 147	0.5	0.2	29.3	
All agreements (22 agreements)	58 747	0.6	0.3	29.8	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

All Industries/Jurisdictions	1994				1995			1995			Year to Date
	3	4	1	2	3	Jul	Aug	Sep			
Average Annual Adjustment	0.5	0.4	0.8	1.1	0.9	1.3	0.7	0.6	0.9		
Non-COLA	0.3	0.3	0.7	1.0	0.8	1.2	0.7	0.5	0.8		
COLA	1.3	1.4	1.0	2.4	2.4	3.0	0.0	2.0	1.3		
First Year Adjustment	-0.4	0.1	0.5	0.6	0.5	1.1	0.2	0.3	0.5		
Non-COLA	-0.5	0.0	0.6	0.5	0.4	0.9	0.2	0.2	0.5		
COLA	0.6	0.5	0.3	2.5	2.4	3.2	0.0	1.6	0.8		
Industries											
Primary Industries	1.2	-	-	2.0	2.1	2.1	-	-	2.1		
Manufacturing	1.5	2.5	2.7	2.4	2.5	2.5	-	2.6	2.6		
Construction	-	-0.1	1.3	0.9	0.8	0.9	0.8	1.1	0.9		
Transp. & Communication	1.6	0.7	0.8	1.4	1.3	1.3	-	0.9	1.1		
Trade-Finance	0.3	0.3	0.5	0.9	1.6	1.5	-	2.0	1.0		
Services	0.0	0.0	0.0	0.7	0.5	0.1	0.4	0.6	0.4		
Public Administration	0.2	-0.2	0.4	0.5	0.1	-	0.3	0.0	0.3		
Jurisdictions											
Newfoundland	0.0	-	0.9	0.0	-	-	-	-	0.8		
Prince Edward Island	-	-	-	1.7	-	-	-	-	1.7		
Nova Scotia	1.0	-	0.4	-	1.3	2.7	-	0.7	0.8		
New Brunswick	0.5	-2.3	-	0.5	1.0	-	1.0	-	0.9		
Quebec	2.4	1.2	1.4	2.1	0.8	1.5	-	0.7	1.0		
Ontario	0.5	0.1	0.9	1.3	0.7	1.3	0.6	0.5	1.0		
Manitoba	-	1.6	1.4	0.1	0.4	0.6	-	0.0	0.3		
Saskatchewan	-	0.6	0.0	1.6	1.0	1.0	-	-	0.5		
Alberta	-2.7	-0.8	-1.2	0.0	0.1	-1.9	0.4	0.7	-0.5		
British Columbia	1.8	2.2	1.7	1.6	0.9	2.0	0.6	2.4	1.3		
Multi-Province	-	-	1.0	1.0	1.1	-	1.2	0.0	1.0		
Federal Jurisdiction	1.8	0.4	0.8	1.4	1.1	1.3	0.2	-	1.1		
Public Sector	-0.1	-0.1	0.4	0.6	0.4	0.1	0.4	0.4	0.5		
Private Sector	1.3	1.2	1.6	1.5	1.2	1.5	0.8	1.9	1.4		

OTHER INDICATORS

(year-over-year percentage change)

	Year to Date Percentages (1992-1995)												Year to Date		
	1992			1993			1994			1995					

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Canadian Airlines International	CALPA	1 138	October 95
•Highland Valley Copper (B.C.)	Steelworkers	1 020	October 95
•B.C. Hydro & Power Authority	IBEW	2 000	October 95
•Council of Marine Carriers (B.C.)	CMSG	965	October 95
•Ontario Contractors	various unions	1 000	October 95
•Government of Quebec	various unions	225 000	October 95
•Alcan Smelters & Chemicals (Que.)	Féd. des syndicats de l'aluminium	4 000	October 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Canadian Broadcasting Corp.	CUPE/NABET/Guild	7 464	Bargaining	May & Sept. 93
•City of Vancouver	CUPE	3 688	Mediation	December 93
•Education Employers Assn.	B.C. Teacher's Fed.	41 300	Bargaining	June 94-Dec. 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences, Hlth Care Guild	16 500	Bargaining	March/Apr. 95
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE/SEIU	32 100	Arbi./ Barg.	Sept. 93/Oct. 95
•City of Montreal	CUPE	5 100	Post Mediation	December 94
•Government of Quebec	various unions	130 000	Barg./Tent. Agt.	June 95

Private Sector

•Air Canada	CALPA	1 677	Bargaining	April 95
•Bell Canada(Que., Ont., N.W.T.)	CEP	18 000	Bargaining	November 95
•Canadian Airlines International	various unions	9 722	Barg./Tent. Agt.	December 95
•B.C. Maritime Empl. Assn.	ILWU	3 500	Conciliation	December 95
•McDonnell Douglas (Ont.)	CAW	2 200	Bargaining	October 95
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg./Med.	December 94
•Clothing Industry (Que.)	Amalgam. Clothing & Textile Workers	4 000	Bargaining	November 95
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•B.C. Tel	Telecommunication Workers Union	11 074	December 95
•Saskatchewan Wheat Pool	Grain Services Union	1 704	January 96
•Dupont Canada Inc. (Ont.)	Independant	1 100	January 96
•Hydro Quebec	CUPE & Prof. Engineers	15 314	December 95
•Newfoundland Govt.	Nfld. & Labrador Teachers' Assn.	9 000	December 95

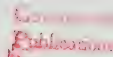
EXPLANATORY NOTES

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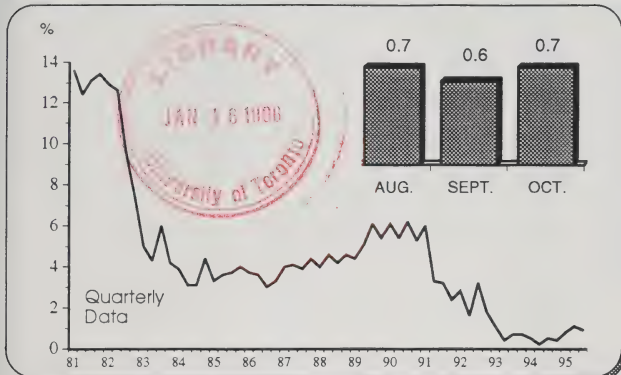
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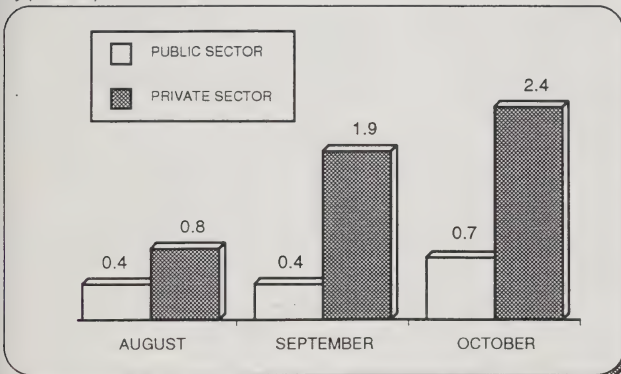
THE WAGE SETTLEMENTS BULLETIN

December 1995
Volume 6, Issue 12

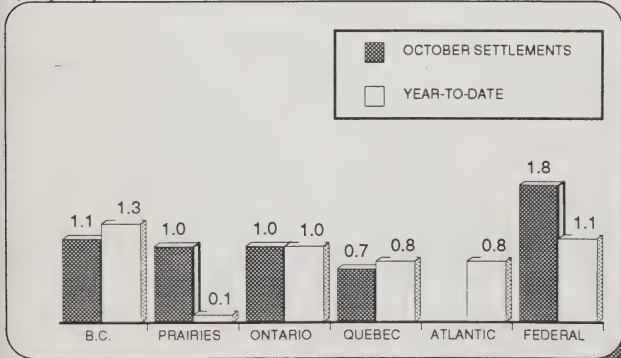
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region/ jurisdiction



Le Bulletin est également disponible en français.

October 1995

• Wage adjustments from major collective bargaining settlements ratified during the month of **October** averaged **0.7 per cent**, a marginal increase from 0.6 per cent in September, and the same as the 0.7 per cent in August. Wage adjustments from settlements in the January to October period averaged 0.9 per cent.

• The majority of settlements in October were in the Quebec public sector where 90% of the total number of employees in the month's settlements received increases averaging 0.7 per cent.

• The October results are based on 44 agreements covering 181,517 employees. When the parties to these contracts last negotiated - with an average contract duration of approximately 2 years - the resulting wage adjustments averaged 0.2 per cent, compared to the 0.7 per cent in their current settlements.

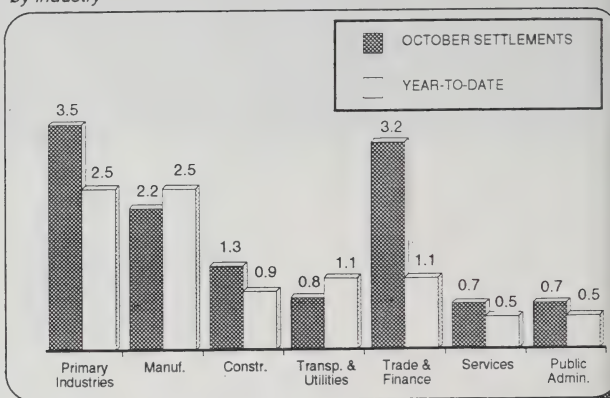
• **Public sector** wage adjustments averaged **0.7 per cent**, up slightly from 0.4 per cent in September and August. The October public sector results are based on a coverage of 173,907 employees in 35 agreements. Of these, 25 agreements covering 163,637 employees were Quebec public sector settlements averaging 0.7 per cent (one Quebec City settlement with 505 municipal employees averaged increases of 0.9 per cent). Excluding these Quebec settlements, the remaining 10 public sector agreements covering 10,270 employees averaged increases of 0.5 per cent. Wages were frozen for 504 technical employees with Atomic Energy Canada in Chalk River. The largest increase, at 1.0 per cent, was recorded by 4,060 support staff in 3 separate contracts at the University of British Columbia and by 1,500 support staff in 2 contracts at the Saskatchewan Institute of Applied Science.

• **Private sector** wage adjustments averaged **2.4 per cent** in October, an increase from 1.9 per cent in September and 0.8 per cent in August. The October private sector results are based on a relatively low monthly coverage of 7,610 employees in 9 agreements (4.2% of the month's total number of employees). Wage adjustments ranged from a low of 1.2 per cent for 500 labourers with the Ottawa Construction Association, to an increase of 3.5 per cent for 1,020 mining and production employees with Highland Valley Copper in British Columbia. Approximately 2,840 production employees with Alcan Corporation in Quebec received increases averaging 2.3 to 2.6 per cent in 2 separate agreements.

• On a regional/jurisdictional basis, the largest concentration of employees in October was in Quebec (91.7% of all employees) with wage adjustments averaging 0.7 per cent, followed by British Columbia (4.3% of all employees), with wage adjustments averaging 1.1 per cent. In both Ontario (2.4% of all employees) and the Prairie provinces (0.8% of all employees), wage adjustments averaged 1.0 per cent. The largest adjustments were in the Federal jurisdiction (0.7% of all employees) with an average increase of 1.8 per cent. There were no settlements in the Atlantic provinces.

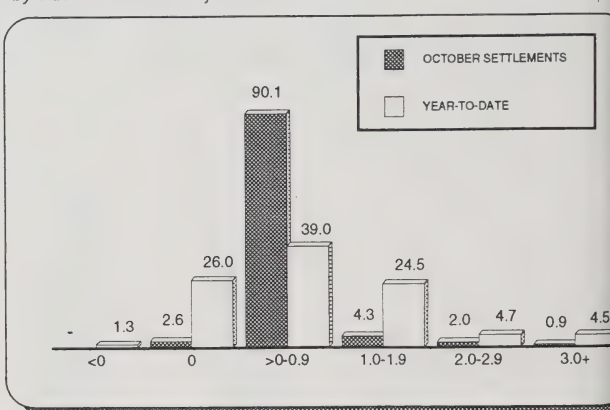
•On an industry basis, wage adjustments ranged from 0.7 per cent in Community, Business and Personal Services (30 agreements covering 119,600 employees) and Public Administration (5 agreements, 52,982 employees), to 3.5 per cent in Primary Industries (1 agreement covering 1,020 employees at Highland Valley Copper). The largest concentration of employees in October's settlements were in Community, Business and Personal Services (66% of all employees) followed by Public Administration (29% of all employees). In Manufacturing, 3 agreements provided 3,465 employees with wage increases averaging 2.2 per cent, and in the Construction sector, 1,000 employees received wage gains of 1.3 per cent in 2 agreements. In Transportation, Communication and Utilities, 2 agreements provided 2,850 employees with wage adjustments averaging 0.8 per cent, and in the Trade sector, 600 employees received wage gains of 3.2 per cent in a single agreement.

Base rate percentage adjustments in October settlements, by industry



•Wage rates in October settlements were frozen for 4,710 employees in 5 agreements (2.6% of all employees). The vast majority of employees (90.1% of all employees) received wage increases below 1.0 per cent, largely as a result of the high concentration of workers covered in the Quebec public sector settlements at 0.7 per cent. Another 7,860 employees in 9 settlements received wage increases of up to 1.9 per cent (4.3% of the month's total number of employees). Five agreements covering 5,310 employees provided for increases above 2.0 per cent (approximately 3% of all employees).

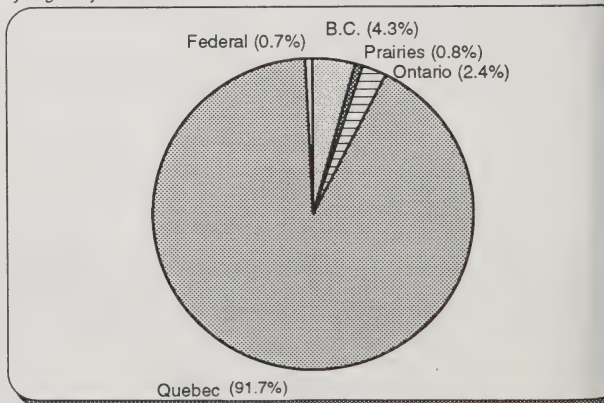
Percentage distribution of employees in October settlements, by size of base rate adjustments



•The distribution of settlements by region/ jurisdiction for the month of October is as follows:

	<u>Agts.</u>	<u>Empls.</u>
Quebec	27	166,477
Ontario	7	4,431
Prairie provinces	2	1,500
British Columbia	6	7,755
Federal Jurisdiction	2	1,354

Percentage distribution of employees in October settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date (yyymmdd)
Primary Industries (1 agreement)	1 020	3.5	4.6	36.0	
Highland Valley Copper (prod./off.) Logan Lake (B.C.)	1 020	3.5	4.6	36	98-09-30
Manufacturing (3 agreements)	3 465	2.2	2.3	37.2	
Alcan (hourly) Arvida (Que.)	2 340	2.3*	2.4	41	98-10-20
Alcan (production) Shawinigan (Que.)	500	2.6*	2.4	36	98-05-21
Christie Brown & Co. (production) Toronto (Ont.)	625	1.6	1.6	24	97-04-30
Construction (2 agreements)	1 000	1.3	1.1	36.0	
Ottawa Construction Assn (labourers) (Ont.)	500	1.2	0.8	36	98-04-30
Metro Toronto Demolition Contr. Assn. (labourers) (Ont.)	500	1.5	1.4	36	98-04-30
Transportation, Comm. & Utilities (2 agreements)	2 850	0.8	0.0	14.9	
BC Hydro & Power Auth (operating empls.) (B.C.)	2 000	0.0	0.0	6	96-03-31
Council Marine Carriers (engineers) (B.C.)	850	2.8	0.0	36	97-09-30
Trade, Finance & Insurance (1 agreement)	600	3.2	4.3	51.0	
Cargill Foods, Etobicoke (Ont.)	600	3.2*	4.3	51	99-12-31
Community, Business & Personal Services (30 agreements)	119 600	0.7	0.0	36.6	
Com. patronal de nég. collèges (teachers) (Que.)	1 875	0.7	0.0	36	98-06-30
Com. patronal de nég. comm. scol. cath. (support) (Que.)	3 294	0.7	0.0	36	98-06-30
Com. patronal de nég. secteur santé (office, tech., trades, prof.), (14 agreements) (Que.)	97 800	0.7	0.0	36	98-06-30
Com. patronal de nég. comm. scol. cath. (support) (Que.)	500	0.7	0.0	36	98-06-30
Com. patronal de nég. comm. scol. prot. (teachers-elem.) (Que.)	6 055	0.7	0.0	36	98-06-30
Com. patronal de nég. comm. scol. prot. (support) (Que.)	698	0.7	0.0	36	98-06-30
Com. patronal de nég. colleges (support) (Que.)	557	0.7	0.0	36	98-06-30
Com. patronal de nég. colleges (support) (Que.)	592	0.7	0.0	36	98-06-30
Lakehead Brd Educ (teachers - elem.) (Ont.)	590	0.0	0.0	12	96-08-31
Ottawa Board of Education (teachers - elem.) (Ont.)	900	0.0	0.0	24	95-12-31
Sask. Inst. Applied Science (admin. support) (Sask.)	500	1.0	0.0	36	97-06-30
Sask. Inst. Applied Science Tech. (instructors) (Sask.)	1 000	1.0	0.0	36	97-06-30
University of BC (service-maint.), Vancouver (B.C.)	1 600	1.0	1.2	60	99-03-31
University of B.C. (clerical), Vancouver (B.C.)	1 300	1.0	1.2	60	99-03-31
University of B.C. (assistants), Vancouver (B.C.)	1 160	1.0	1.2	60	99-08-31
KFC Canada Limited (B.C. Division) (B.C.)	675	1.8	0.0	36	98-06-30
Atomic Energy Can (tech.), Chalk River, Ont. (Federal jur.)	504	0.0	0.0	25	97-04-30
Public Administration (5 agreements)	52 982	0.7	0.0	35.7	
Government of Quebec (professionals) (Que.)	12 625	0.7	0.0	36	98-06-30
Quebec City (blue collar workers) (Que.)	505	0.9	1.0	40	98-04-30
Government of Quebec (public service empls.) (Que.)	33 873	0.7	0.0	36	98-06-30
Government of Quebec (trades) (Que.)	5 263	0.7	0.0	36	98-06-30
Regional Mun. Durham Police (uniformed officers) (Ont.)	716	0.0	0.0	12	95-12-31
Agreements with COLA (3 agreements)	3 440	2.5	2.7	42.0	
Agreements without COLA (41 agreements)	178 077	0.7	0.1	35.9	
All agreements (44 agreements)	181 517	0.7	0.1	36.0	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1992			1993			1994			1995			1995		
	1992			1993			1994			1995			1995		
	1992	1993	1994	1992	1993	1994	1992	1993	1994	1992	1993	1994	1992	1993	1994
All Industries/Jurisdictions															
Average Annual Adjustment	2.1	0.6	0.3	0.5	0.4	0.4	0.8	1.1	0.9	0.9	0.9	0.9	0.7	0.6	0.7
Non-COLA	2.0	0.4	0.2	0.3	0.3	0.3	0.7	1.0	0.8	0.8	0.8	0.8	0.7	0.6	0.7
COLA	2.6	2.2	1.4	1.3	1.4	1.4	1.0	2.4	2.4	1.4	1.4	1.4	0.0	2.0	2.5
First Year Adjustment	1.9	0.5	-0.1	-0.4	0.1	0.1	0.5	0.6	0.5	0.4	0.4	0.4	0.2	0.3	0.1
Non-COLA	2.0	0.3	-0.2	-0.5	0.0	0.0	0.6	0.5	0.4	0.4	0.4	0.4	0.2	0.2	0.1
COLA	1.6	1.9	0.6	0.6	0.5	0.5	0.3	2.5	2.4	0.8	0.8	0.8	0.0	1.6	2.7
Industries															
Primary Industries	2.7	1.0	1.1	1.2	-	-	-	2.0	2.1	2.5	2.5	2.5	-	-	3.5
Manufacturing	2.2	2.0	2.0	1.5	2.5	2.5	2.7	2.4	2.5	2.5	2.5	2.3	-	2.4	2.2
Construction	3.2	0.4	0.2	-	-0.1	-0.1	1.3	0.9	0.8	0.9	1.1	1.0	0.8	1.1	1.3
Transp. & Communication	2.7	0.7	1.1	1.6	0.7	0.8	0.8	1.4	1.3	1.1	1.1	0.6	1.4	0.9	0.8
Trade-Finance	2.4	0.2	0.1	0.3	0.3	0.3	0.5	0.9	1.6	1.1	1.1	0.4	1.4	2.5	3.2
Services	1.7	0.7	-0.1	-0.0	-0.0	-0.0	0.0	0.7	0.5	0.5	0.5	0.8	0.4	0.6	0.7
Public Administration	2.3	0.2	0.1	0.2	-0.2	-0.2	0.4	0.5	0.1	0.5	0.5	0.6	0.2	0.0	0.7
Jurisdictions															
Newfoundland	0.1	0.1	0.0	0.0	-	-	0.9	0.0	-	0.8	0.8	2.3	-	-	-
Prince Edward Island	0.3	0.0	-4.1	-	-	-	-	1.7	-	1.7	1.7	-	-	-	-
Nova Scotia	1.8	5.1	-0.5	1.0	-	-	0.4	-	1.3	0.8	0.2	0.2	0.7	0.7	-
New Brunswick	1.4	2.8	1.0	0.5	-2.3	-	-	0.5	1.0	0.9	0.3	0.7	1.0	1.0	-
Quebec	1.1	0.1	1.4	2.4	1.2	1.4	1.4	2.1	0.8	0.8	1.1	1.9	0.7	0.7	0.7
Ontario	2.4	1.3	0.3	0.5	0.1	0.1	0.9	1.3	0.7	1.0	1.1	1.2	0.6	0.5	1.0
Manitoba	2.4	0.9	1.7	-	1.6	1.6	1.4	0.1	0.4	0.3	1.4	0.2	0.0	-	0.0
Saskatchewan	3.3	1.2	1.0	-	0.6	0.0	1.6	1.0	1.0	0.5	0.2	1.2	1.0	-	1.0
Alberta	3.6	0.3	-1.6	-2.7	-0.8	-0.8	-1.2	0.0	0.1	-0.5	0.0	-0.2	0.7	0.4	-
British Columbia	3.5	2.3	1.6	1.8	2.2	2.2	1.7	1.6	0.9	1.3	1.6	1.9	0.7	0.6	2.4
Multi-Province	3.0	3.3	2.6	-	-	-	1.0	1.0	1.1	1.0	0.9	1.0	1.1	1.2	0.0
Federal Jurisdiction	2.8	0.2	0.4	1.8	0.4	0.4	0.8	1.4	1.1	1.1	0.9	1.4	0.6	0.2	1.8
Public Sector	2.0	0.5	-0.0	-0.1	-0.1	-0.1	0.4	0.6	0.4	0.5	0.5	0.6	0.6	0.4	0.7
Private Sector	2.5	0.9	1.2	1.3	1.2	1.2	1.6	1.5	1.2	1.4	1.6	1.5	1.2	0.8	2.4

OTHER INDICATORS

(year-over-year percentage change)

	1992			1993			1994			1995			1995		
	1992			1993			1994			1995			1995		
	1992	1993	1994	1992	1993	1994	1992	1993	1994	1992	1993	1994	1992	1993	1994
Average Weekly Earnings															
All Industries	2.1	1.3	1.3	1.4	1.7	1.7	1.1	0.7	0.9				1.3	1.0	
Manufacturing	3.9	2.3	1.9	1.5	2.3	2.3	0.8	0.4	1.5				2.4	1.5	
Consumer Price Index	1.5	1.8	0.2	0.2	0.0	0.0	1.6	2.7	2.4	2.3	2.2	2.7	2.3	2.3	2.4

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Canadian Airlines International	CAW	2 922	November 95
•St. Lawrence Seaway Authority	CAW	600	December 95
•City of Vancouver	CUPE	5 500	November 95
•Prov. Health Authority of Alberta	Health Care Guild	3 815	December 95
•McDonnell Douglas (Ont.)	CAW	2 200	November 95
•Assoc. des manuf. de vêtements de la prov. de Québec	Clothing & Textile Workers	3 500	December 95
•Government of Quebec	various unions	105,500	November 95

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•C.B.C. (Que. & Ont)	CUPE/NABET/Guild	9 796	Barg./Conc.	May & Sept. 93
•Education Employers Assn.	B.C. Teacher's Fed.	41 300	Bargaining	June 94-Dec. 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences	10 685	Bargaining	March 95
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Government of Ontario	Ont. Public Service Empls.	57 000	Bargaining	December 93
•Ontario Hospitals	CUPE/SEIU	32 100	Arb./ Barg.	Sept. 93/Oct. 95
•City of Montreal	CUPE	5 100	Post Mediation	December 94
•Government of Quebec	various unions	22 500	Barg./Tent. Agt.	June 95

Private Sector

•Air Canada	Air Canada Pilots Assn.	1 677	Bargaining	April 95
•Bell Canada(Que., Ont., N.W.T.)	CEP	18 000	Bargaining	November 95
•Canadian Airlines International	CUPE / Machinists	6 800	Bargaining	December 95
•B.C. Tel	Telecommunication Workers Union	11 074	Bargaining	December 95
•B.C. Maritime Empl. Assn.	ILWU	3 500	Conciliation	December 95
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg./Med.	December 94
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Saskatchewan Wheat Pool	Grain Services Union	1 600	January 96
•Dupont Canada Inc. (Ont.)	Independant	1 100	January 96
•Hydro Quebec	CUPE & Prof. Engineers	15 314	December 95
•Pratt & Whitney Canada (Que.)	CAW	2 800	February 95
•Newfoundland Govt.	Nfld. & Labrador Teachers' Assn.	8 000	December 95

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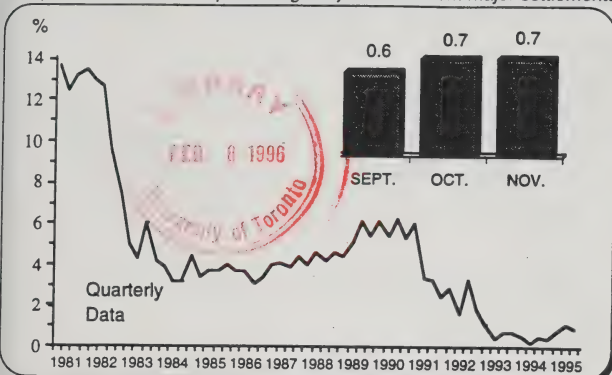


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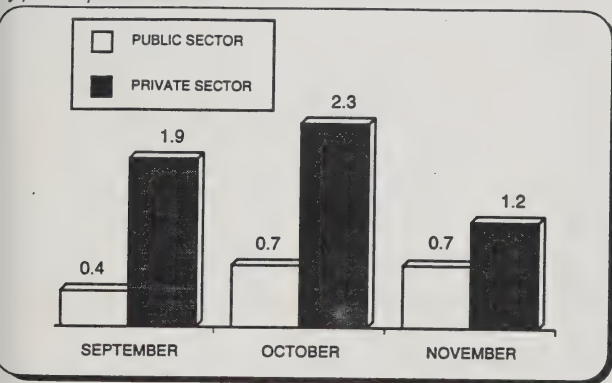
THE WAGE SETTLEMENTS BULLETIN

January 1996
Volume 7, Issue 1

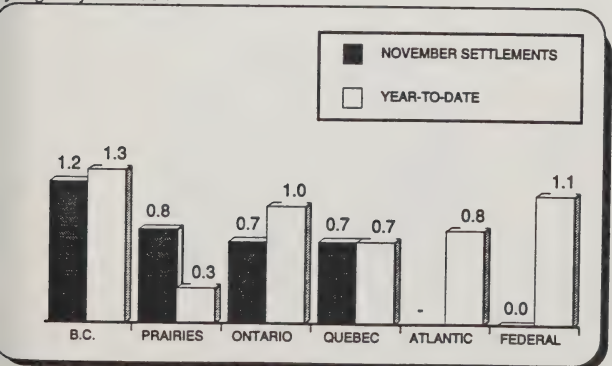
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



November 1995

• Wage adjustments from major collective bargaining settlements ratified during the month of **November** averaged **0.7 per cent**, the same as in October, and a marginal increase from 0.6 per cent in September. Wage adjustments from settlements in the January-to-November period averaged 0.9 per cent.

• As in October, the vast majority of employees (83%) in November's settlements were in the Quebec public sector, with increases also averaging 0.7 per cent. Excluding the Quebec public sector, wage gains in the remaining agreements covering 22,222 employees averaged 0.9 per cent.

• The November results are based on 34 agreements covering 130,591 employees. When the parties to these contracts last negotiated - with an average contract duration of 18 months - the resulting wage adjustments averaged a relatively low 0.3 per cent, compared to the 0.7 per cent in their current settlements. This is due largely to the impact of the Quebec public sector settlements, currently at 0.7 per cent. In their last round of bargaining, wage rates were frozen for these employees.

• **Public sector** wage adjustments averaged **0.7 per cent**, the same as in October, and up slightly from 0.4 per cent in September. The November public sector results are based on a coverage of 123,349 employees in 27 agreements. Of these, 16 agreements covering 108,369 employees were Quebec public sector settlements averaging 0.7 per cent. Wages were frozen in 5 agreements in November, including 3 Ontario school boards (3,020 teachers), Manitoba Health Organizations (900 employees) and the Red River Community College (800 teachers). The largest increase, at 1.6 per cent, was recorded by 527 office employees with the Board of School Trustees No. 68 in Nanaimo, British Columbia.

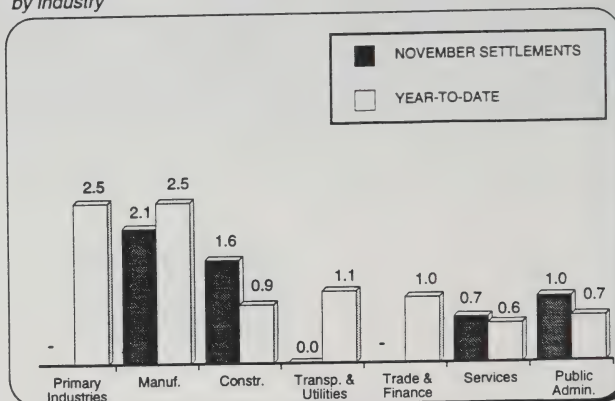
• **Private sector** wage adjustments in November averaged **1.2 per cent**, down from 2.3 per cent in October and 1.9 per cent in September. The November private sector results are based on a relatively low monthly coverage of 7 agreements and 7,242 employees (5.5% of the month's total number of employees). Wage adjustments ranged from a wage freeze for 2,922 customer service employees with Canadian Airlines International, to an increase of 3.0 per cent for 600 mill employees with Skeena Cellulose Inc. in Prince Rupert, B.C.

• On a regional/jurisdictional basis, the largest concentration of employees in November was in Quebec (83.9% of all employees) with wage adjustments averaging 0.7 per cent, followed by British Columbia (6.3% of all employees), with wage adjustments averaging 1.2 per cent. In Ontario (4.9% of all employees), wage adjustments averaged 0.7 per cent, and in the Prairie provinces (2.7% of all employees), wage adjustments averaged 0.8 per cent. In the Federal jurisdiction (1 agreement covering 2,922 employees), there was no wage change. There were no settlements in Atlantic Canada.

Le Bulletin existe également en français.

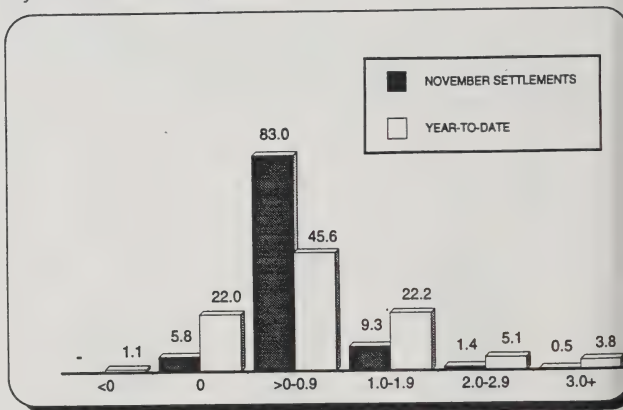
•On an industry basis, wage adjustments in November ranged from a wage freeze in the Transportation sector (1 agreement covering 2,922 employees at Canadian Airlines International), to 2.1 per cent in Manufacturing (5 agreements covering 3,520 employees). The largest concentration of employees in November's settlements were in Community, Business and Personal Services (117,849 employees in 26 agreements) with wage adjustments averaging 0.7 per cent. In Public Administration (1 agreement covering 5,500 employees with the City of Vancouver), wage adjustments averaged 1.0 per cent.

Base rate percentage adjustments in November settlements, by industry



•Wage rates in November settlements were frozen for 7,636 employees in 6 agreements (5.8% of all employees). The majority of employees (83%) in 16 settlements received wage increases of 0.7 per cent. Another 12,106 employees (9.3% of total) received increases in the 1.0 to 1.9 per cent range; the remaining 2,480 employees (1.9% of all employees) in 3 settlements received wage gains of 2.0 per cent and over.

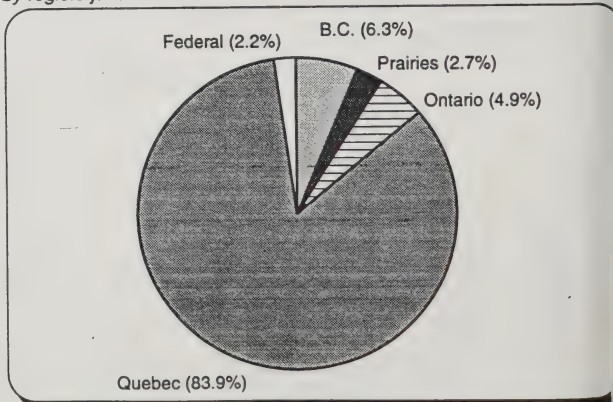
Percentage distribution of employees in November settlements, by size of base rate adjustments



•The distribution of settlements by region/ jurisdiction for the month of November is as follows:

	<u>Agts.</u>	<u>Empls.</u>
Quebec	18	109,589
Ontario	5	6,414
Prairie Provinces	5	3,500
British Columbia	5	8,166
Federal Jurisdiction	1	2,922

Percentage distribution of employees in November settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN NOVEMBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (5 agreements)	3,520	2.1	2.4	35.4	
Macdonald RJR Inc. (production), Montreal (Que.)	680	2.0	4.0	24	97-04-30
Zinc electrolytique Canada (production), Valleyfield (Que.)	540	1.8*	1.8	36	98-10-31
McDonnell Douglas (production), Mississauga (Ont.)	1,200	2.0*	1.9	36	98-10-30
Winnipeg Free Press (reporters), Winnipeg (Man.)	500	1.7	1.0	48	99-09-30
Skeena Cellulose Inc. (mill), Prince Rupert (B.C.)	600	3.0	3.0	36	97-04-30
Construction (1 agreement)	800	1.6	0.0	24.0	
Alta. Roadbuilders & Heavy Const. (oper. eng.) (Alta.)	800	1.6	0.0	24	97-02-28
Transp, Comm. & Other Utilities (1 agreement)	2,922	0.0	0.0	36.0	
Canadian Airlines International Ltd. (Canada-wide)	2,922	0.0	0.0	36	98-12-31
Community, Business, & Personal Services (26 agreements)	117,849	0.7	0.1	34.7	
Comité patronal de négo. secteur santé (nurses) (Que.) (3 agts.)	3,971	0.7	0.0	36	98-06-30
Comité patronal de négo. de la comm. scolaire catholique (support) (Que.) (3 agts.)	17,877	0.7	0.0	36	98-06-30
Comité patronal de négo. des collèges (professionals) (Que.)	1,291	0.7	0.0	36	98-06-30
Comité patronal de négo. comm. sc. cath. (professors) (Que.)	4,371	0.7	0.0	36	98-06-30
Université du Québec (office & tech.), Mtl. (Que.)	1,450	0.6	0.0	42	98-05-31
Comité patronal de négo. des collèges (teachers) (Que.)	7,502	0.7	0.0	36	98-06-30
Comité patronal de négo. comm. sc. cath. (teachers) (Que.)	63,104	0.7	0.0	36	98-06-30
Comité patronal de négo. comm. sc. cath. (teachers) (Que.)	2,286	0.7	0.0	36	98-06-30
Govt. of Quebec (professors) (Que.)	753	0.7	0.0	36	98-06-30
Comité patronal de négo. collèges (support) (Que.)	3,522	0.7	0.0	36	98-06-30
Comité patronal de négo. secteur santé (prof./office) (Que.)	682	0.7	0.0	36	98-06-30
Comité patronal de négo. secteur santé (tech./office) (Que.)	1,559	0.7	0.0	36	98-06-30
Extendicare Health Services (non-medical), (Ont.)	2,200	1.0	1.0	12	95-12-31
Oxford Cty Brd Educ (teachers-primary) (Ont.)	615	0.0	0.0	12	96-08-31
Conseil des ESCR district Sudbury (teachers) (Ont.)	551	0.0	0.0	12	96-08-31
Carleton Brd Education (teachers) (Ont.)	1,848	0.0	0.0	24	96-08-31
Manitoba Health Organizations Inc. (technical) (Man.)	900	0.0	0.0	12	96-03-31
Red River Community College, Winnipeg (Man.)	800	0.0	0.0	12	96-06-21
Red Deer Public Sch. Dist. #104 (teachers-primary) (Alta.)	500	1.3	1.3	12	96-08-31
Simon Fraser Univ. (teaching-assistant), Burnaby (B.C.)	800	1.0	3.0	36	98-04-30
Brd of School Trustees Dist. #37 (office) (B.C.)	739	1.0	1.5	44	98-08-31
Brd of School Trustees Dist. # 68 (office), Nanaimo (B.C.)	527	1.6	1.5	14	96-06-30
Public Administration (1 agreement)	5,500	1.0	1.5	36.0	
City of Vancouver (office & clerical) (B.C.)	5,500	1.0	1.5	36	96-12-31
Agreement with COLA (2 agreements)	1,740	2.0	1.9	36.0	
Agreements without COLA (32 agreements)	128,851	0.7	0.2	34.7	
All agreements (34 agreements)	130,591	0.7	0.2	34.7	

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

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MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•B.C. Maritime Empl. Assn.	ILWU	4 000	January 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•C.B.C. (Que. & Ont)	CUPE/NABET/Guild	9 796	Barg./Conc.	May & Sept. 93
•City of Montreal	CUPE	5 100	Post Mediation	December 94
•Government of Ontario	Ont. Public Service Empls.	60 000	Conciliation	December 93
•Ontario Hospitals	CUPE/SEIU	32 100	Arb./ Barg.	Sept. 93/Oct. 95
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE & SEIU	12 900	Bargaining	December 94
•SaskTel	CEP	3 600	Bargaining	March 95
•Saskatchewan Wheat Pool	Grain Services Union	1 600	Bargaining	January 96
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences	10 685	Bargaining	March 95
•Education Employers Assn.	B.C. Teacher's Fed.	41 300	Bargaining	June 94-Dec. 95
Private Sector				
•Air Canada	Air Canada Pilots Assn.	1 677	Bargaining	April 95
•Bell Canada(Que., Ont., N.W.T.)	CEP	18 000	Bargaining	November 95
•Canadian Airlines International	CUPE / Machinists	6 800	Bargaining	December 95
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg./Med.	December 94
•Dupont Canada Inc. (Ont.)	Independant	1 100	Bargaining	January 96
•Hotel Employers Group	Hotel Empls. & Rest. Empls.	2 600	Bargaining	January 96
•B.C. Tel	Telecommunication Workers Union	11 074	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Newfoundland Govt.	Nfld. & Labrador Teachers' Assn.	8 000	December 95
•Hydro Quebec	CUPE & Prof. Engineers	15 314	December 95
•Pratt & Whitney Canada (Que.)	CAW	2 800	February 96
•Quebec Cartier Mining	Steelworkers	2 129	February 96

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

THE 1996 BARGAINING CALENDAR

Collective bargaining activity in 1996 is expected to be above the levels of the preceding two years. Our Calendar of Collective Agreement Expiries lists 326 major contracts expiring in 1996, with a coverage of 735,982 employees. Another 294 bargaining situations now in negotiations, and covering a substantial 670,562 employees, are expected to extend into 1996 before reaching settlements. The combined total of 620 contracts and 1,406,544 employees constitute the basis for our estimates of negotiations for 1996. The table below provides a perspective on new settlement data in recent years.

Bargaining in 1996 will continue to be heavily weighted toward the public and para-public sectors of the economy - approximately two-thirds of agreements and employees. However, significant negotiations are slated in the private sector.

Private sector negotiations include: the Auto Industry (61,359 employees); the Eastern Pulp and Paper Industry (17,177 employees); the Construction Industry in Quebec (57,281 employees), and to a lesser degree in Ontario, Alberta, New Brunswick and Nova Scotia (a total of 21,825 employees); Retail Trade employees (at supermarkets) in Ontario, British Columbia, Alberta, Quebec and Saskatchewan (a total of 46,855 employees); Hospitality sector employees in British Columbia, Ontario and Quebec (12,708 employees); Manufacturing sector (excluding Forestry and the auto industry) in Quebec, Ontario, Manitoba, and British Columbia (a total of 63,684 employees).

Major public sector bargaining is scheduled in all jurisdictions except Nova Scotia; bargaining in the Federal public sector jurisdiction will be minimal. In provincial public administrations, bargaining will occur in provinces other than Alberta, Saskatchewan (and Nova Scotia). Public

sector bargaining in the Services sector - Health, Education (and some Welfare) will occur in all provinces except Nova Scotia. Significant bargaining will also occur in the Hydro and Power sector in eight provinces, as well as in Telephone companies in eight jurisdictions.

Within the Federal jurisdiction (public and private sectors), bargaining situations include those at Bell Canada (18,000 employees), Canadian Airlines (10,288 employees); Canada Post (16,500 employees); B.C. Terminal Elevators (700 employees), Saskatchewan Wheat Pool (1,300), and Alberta Wheat Pool (550 employees); Marine Atlantic (1,275 employees), Canadian Lake Carriers (1,500) and B.C. Maritime Employers (4,000 employees); and the Government of the North West Territories (4,100 employees).

Canadian organizations surveyed by the Conference Board of Canada in its annual compensation survey, cited the following as key negotiating issues at the bargaining table in 1996:

- (1) Wages (including the possibilities of freezes and rollbacks)
- (2) Employment security
- (3) Pension-related issues and early retirement
- (4) Outsourcing/Contracting Out
- (5) Technological and organizational change
- (6) Health care benefits coverage/premiums

According to the Conference Board of Canada *Compensation Planning Outlook 1996*, wage increases will continue to trail inflation next year. Survey participants reported that expected base rate increases for union contracts will be 1.6 per cent. (The Survey participants were largely concentrated (84%) in the private sector.) The Consumer Price Index is expected to rise by 2.1 per cent in 1996 (The Conference Board).

YEAR	PUBLIC SECTOR		PRIVATE SECTOR		ALL SECTORS	
	Agts.	Employees	Agts.	Employees	Agts.	Employees
1990	276	642,600	231	503,753	507	1,146,353
1991	358	1,102,898	189	242,745	547	1,345,643
1992	296	962,676	198	354,816	494	1,317,492
1993	335	991,282	179	427,864	514	1,419,146
1994	290	681,939	135	247,057	425	928,996
1995*	190	591,164	175	273,187	365	864,351
1996**	416	919,506	204	487,038	620	1,406,544

* Year-to-Date (Jan.-Nov.)

** Expiries for 1996 plus carryovers from 1995

THE WAGE SETTLEMENTS BULLETIN

February 1996
Volume 7, Issue 2

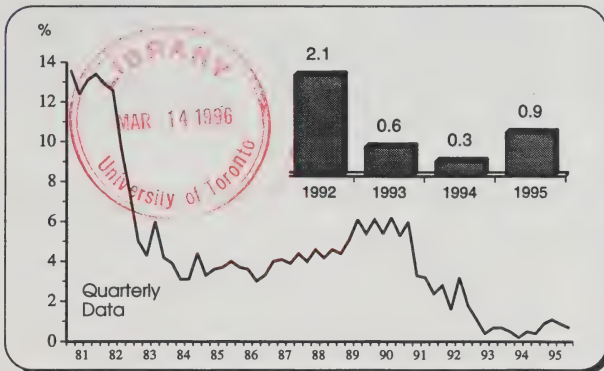
ANNUAL REVIEW - 1995

Base rate wage adjustments from major collective bargaining settlements reached in 1995 averaged an increase of **0.9 per cent** annually over the contract term. This is up from the record-low 0.3 per cent in 1994; however, it remains well below the most recent peak of 5.6 per cent in 1990.

The volume of collective bargaining in 1995 was the lowest in any year since the series commenced in 1978; there were only 385 settlements with a coverage of 885,260 employees in 1995. By comparison, there were 425 settlements covering 928,996 employees in 1994 - the second lowest number of settlements in any year, and in 1993, there were 514 settlements with a coverage of 1,419,146 employees.

Wage adjustments from these 1995 settlements were below those in contracts they replaced; when the parties to the settlements reached in the year 1995 previously negotiated - with an average contract duration of approximately 28

Perspective on base rate percentage adjustments from major settlements



months - the resulting wage adjustments averaged 1.5 per cent, compared to the 0.9 per cent average in 1995.

On a quarterly basis, wage increases fluctuated in 1995 as follows: first quarter, 0.9 per cent; second, 1.1 per cent; third, 0.9 per cent, and fourth quarter, 0.7 per cent.

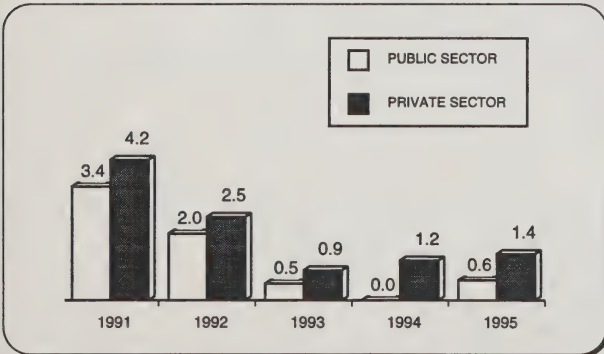
Public sector wage adjustments which averaged 0.0 per cent in 1994, rose to an average of **0.6 per cent in 1995**. The 202 public sector settlements in 1995 covered

603,014 employees, with 153,523 (25.5% of all public sector employees), subject to wage freezes (24.2%), or rollbacks (1.3%).

Private sector wage adjustments averaged **1.4 per cent in 1995**, up from 1.2 per cent in 1994. There were 183 private sector agreements with a coverage of 282,246 employees in 1995; 57,750 (20.5% of all private sector employees in 1995 agreements), were subject to wage freezes (19.4%), or rollbacks (1.1%).

Private sector settlements at 1.2 per cent in 1994 and 1.4 per cent in 1995 have been significantly higher than in the public sector (0.0 per cent in 1994 and 0.6 per cent in 1995). At the same time, there has been a slight increase in the

Base rate adjustments by public/private sector, in 1991-1995



Le Bulletin existe également en français.

In this issue:

Annual Review

Major Work Stoppages - 1995

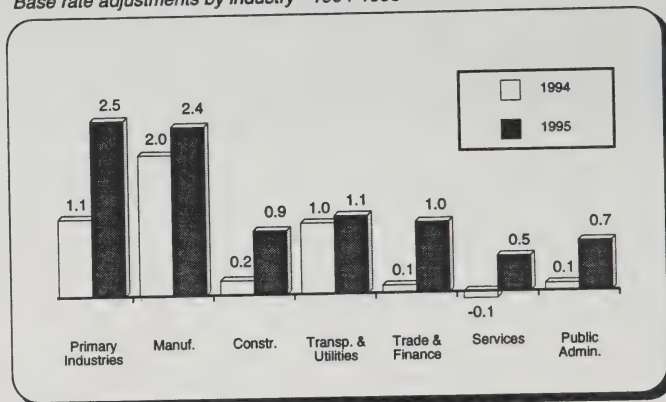
Key Bargaining Situations in 1996

private sector proportion of employees in 1995's settlements; 32 per cent of all employees in these settlements were in the private sector, compared to 27 per cent in 1994.

Industry

Wage increases in 1995 were above those in 1994 in all major industry groups. In 1995, as in earlier years, wage gains were lowest in those sectors with large public sector components; 403,053 employees in 142 settlements in the Community, Business and Personal Services sector received wage adjustments averaging an increase of 0.5 per cent, while wage adjustments for 122,914 employees in 40 Public Administration settlements averaged 0.7 per cent. Average wage gains were largest in the Primary sector at 2.5 per cent, but there were only 4 settlements with a coverage of 3,051

Base rate adjustments by industry - 1994-1995



employees. The Manufacturing sector followed with wage adjustments averaging 2.4 per cent for 65,804 employees in 66 contracts. In Transportation, Communication and Other Utilities, wage adjustments averaged 1.1 per cent for 150,965

employees in 53 settlements; in Trade and Finance, the average wage adjustment was 1.0 per cent for 17,113 employees in 13 settlements, and in Construction with 122,360 employees in 67 contracts, wage adjustments averaged a gain of 0.9 per cent.

Base rate adjustments by industry -1993-1995

Industry	1993		1994		1995	
	% adj.	# of empls.	% adj.	# of empls.	% adj.	# of empls.
Primary industries	1.0	6,338	1.1	14,586	2.5	3,051
Manufacturing	1.9	118,459	2.0	779,058	2.4	65,804
Construction	0.4	143,557	0.2	20,550	0.9	122,360
Transp., comm. & util.	0.8	136,036	1.0	110,651	1.1	150,965
Trade & Finance	0.2	54,108	0.1	55,423	1.0	17,113
Services	0.7	594,052	-0.1	332,304	0.5	403,053
Public Administration	0.2	366,596	0.1	316,424	0.7	122,914
All industries	0.6	1,419,146	0.3	928,996	0.9	885,260

Jurisdictions

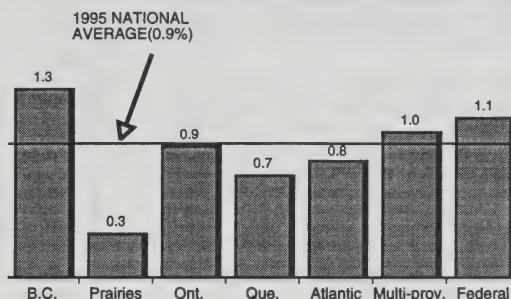
Wage gains in 1995 were lowest in the Prairie provinces, where 95,228 employees in 53 contracts received wage adjustments averaging an increase of 0.3 per cent. In Quebec, with 65 contracts

covering 321,516 employees (95 per cent in the public sector), wage adjustments averaged an increase of 0.7 per cent. In the Atlantic region as a whole, wage adjustments averaged an increase of 0.8

per cent for 20,577 employees in 16 agreements and in Ontario, 0.9 per cent for 211,531 employees in 134 agreements. Average wage increases were above the national average in the other jurisdictions.

In British Columbia, wage adjustments averaged 1.3 per cent for 94,933 employees in 66 settlements and for 129,205 employees in 41 settlements in the Federal Jurisdiction, wage adjustments averaged an increase of 1.1 per cent. In 10 multi-provincial settlements covering 12,210 employees, wage adjustments averaged 1.0 per cent.

Base rate increases in 1995 settlements, by region/jurisdiction



Base rate adjustments by jurisdiction - 1993-1995

Jurisdiction	1993		1994		1995	
	% adj.	# of empls.	% adj.	# of empls.	% adj.	# of empls.
Newfoundland	0.1	36,730	0.0	27,690	0.8	6,450
P.E.I.	0.0	5,565	-4.1	7,595	1.7	520
Nova Scotia	5.1	19,000	-0.5	24,875	0.8	4,527
New Brunswick	2.8	3,050	1.0	28,692	0.9	9,080
Quebec	0.1	542,200	1.4	66,028	0.7	321,516
Ontario	1.3	248,588	0.3	256,295	0.9	211,531
Manitoba	0.9	40,637	1.7	11,393	0.3	44,848
Saskatchewan	1.2	40,769	1.0	19,697	1.9	15,120
Alberta	0.3	101,864	-1.6	107,259	-0.4	35,260
British Columbia	2.3	101,056	1.6	94,860	1.3	94,993
Multi-province	3.3	5,000	2.6	4,250	1.0	12,210
Federal	0.2	274,687	0.4	280,362	1.1	129,205
Canada	0.6	1,419,146	0.3	928,996	0.9	885,260

Distribution of employees by size of wage adjustment

Increase Range	1995			
	# of agts.	% of agts.	# of empls.	% of empls.
less than 0%	8	2.1	10,588	1.2
0%	122	42.3	200,685	22.7
>0%-0.9%	77	10.8	395,158	44.6
1.0%-1.9%	111	17.7	198,957	22.5
2.0%-2.9%	38	10.6	46,144	5.2
3.0%-3.9%	22	2.9	15,753	1.8
4.0%-4.9%	4	0.2	13,819	1.6
5.0%-5.9%	—	—	—	—
6.0%-6.9%	3	0.8	4,156	0.4
All levels	385	100.0	885,260	100.0

Distribution of employees

The proportion of employees subject to wage freezes and rollbacks in settlements reached in 1995, at 24 per cent, was lower than in 1994 (62 per cent). Among employees receiving wage increases in 1995, the largest concentration (67 per cent of all employees) was in the under 2.0 per cent range; in 1994, the proportion in that range was 27 per cent. In 1995, only 9 per cent of employees received increases of 2.0 per cent or more compared to 12 per cent in 1994.

December 1995

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of December averaged **0.6 per cent**, down from 0.7 per cent in October and November.

•December's results are based on a relatively low coverage of 16 agreements for 19,880 employees. When the parties to these contracts previously negotiated - with an average contract duration of 22 months - the resulting wage adjustments averaged 0.6 per cent, the same as in their current settlements.

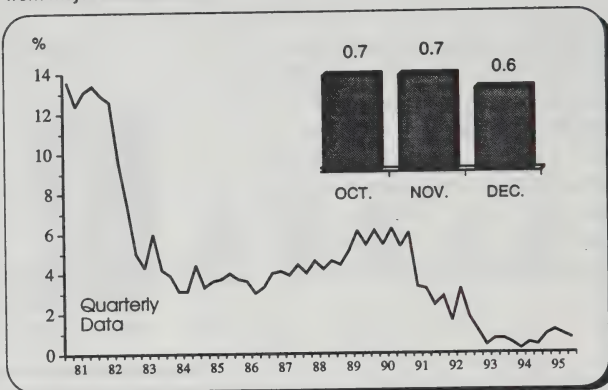
•Public sector wage adjustments in December averaged **0.1 per cent**, well below the October and November averages of 0.7 per cent. The December public sector results are based on 9 agreements covering 11,011 employees. Wages were frozen in 7 settlements covering 9,761 employees (over 88% of all public sector employees). An increase of 1.0 per cent, was negotiated between the St. Lawrence Seaway Authority and its 600 operation and maintenance employees, while 650 office employees of the Vancouver Board of School Trustees gained an average annual increase of 0.8 per cent.

•Private sector wage adjustments in December averaged **1.2 per cent**, the same as in November and lower than the 2.3 per cent recorded in October. The December private sector results are based on 7 agreements covering 8,869 employees. These settlements ranged from a wage cut of 4.1 per cent in a 3-year contract for 700 employees with the Residential Painting Contractors Association of Ontario, to an average annual 2.8 per cent increase for 775 salaried employees with Algoma Steel Inc.

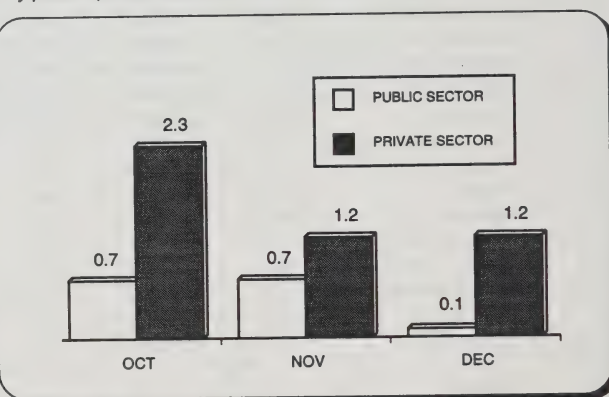
•On a regional/jurisdictional basis, the largest concentration of employees in December was in Ontario (9 agreements, 8,321 employees), with wage adjustments averaging 0.3 per cent. In the Prairie provinces (4,715 employees), two agreements provided for wage freezes. In Quebec, (2 agreements, 4,394 employees), wage increases averaged 1.2 per cent, and in the Federal jurisdiction (2 agreements, 1,800 employees), wage gains averaged 1.9 per cent. In British Columbia (1 agreement, 650 employees), wage adjustments averaged 0.8 per cent. There were no settlements in Atlantic Canada.

•On an industry basis, wage adjustments ranged from no increase in both Public Administration (2 agreements covering 1,344 employees), and Trade and Finance (1 agreement, 900 employees), to a high of 1.4 per cent in Manufacturing (3 agreements, 5,169 employees), and in Transportation (3 agreements, 2,502 employees). The largest concentration of employees was in Community, Business and Personal Services (5 agreements covering 8,365 employees), with wage adjustments averaging 0.1 per cent. In Construction, wage increases averaged 0.2 per cent (2 agreements, 1,600 employees). There were no settlements in Primary Industries.

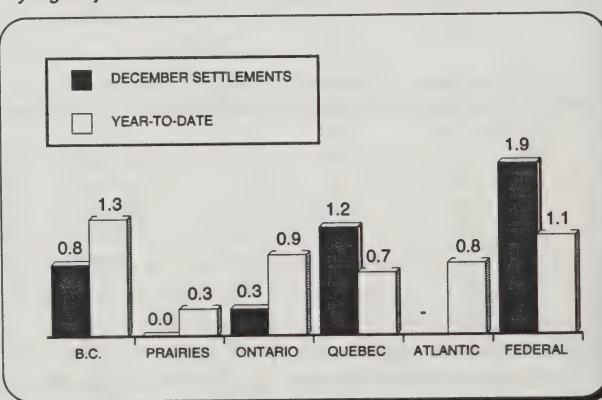
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN DECEMBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (3 agreements)	5169	1.4	1.9	37.0	
Quebec Clothing Manufacturers Assn., production (Que.)	3500	1.0	1.3	36	98-11-30
Bombardier Inc. production, La Pocatière (Que.)	894	1.7	1.2	36	98-09-30
Algoma Steel Inc., salaried empls. (Ont.)	775	2.9*	5.1	43	99-07-31
Construction (2 agreements)	1600	0.2	-1.6	36.0	
Residential Painting Contractors of Ontario, painters (Ont.)	700	-1.2	-4.1	36	98-04-30
Hand. Assn. of Sewer, labourers, Hamilton (Ont.)	900	1.2	0.4	36	98-12-31
Transportation, Communication & Utilities (3 agreements)	2502	1.4	1.4	30.6	
Go Transit, transit & maint. empls.(Ont.)	702	0.0	0.0	27	96-03-31
Canpar Transport Ltd., drivers & warehousemen (System-wide)	1200	2.3	3.0	36	98-10-31
St Lawrence Seaway Auth, operations & maint. (Que. & Ont.)	600	1.0*	0.0	24	96-12-31
Trade and Finance (1 agreement)	900	0.0	0.0	24.0	
Manitoba Public Insurance Corp., office (Man.)	900	0.0	0.0	24	96-09-28
Community, Business & Personal Services (5 agreements)	8365	0.1	0.1	20.1	
Waterloo County Board of Educ., plant & maint. (Ont.)	500	0.0*	0.0	24	96-12-31
University of Toronto, teaching assistants (Ont.)	2500	0.0	0.0	12	96-08-31
Durham Reg. RC Separate School Bd., teachers- elem.(Ont.)	900	0.0	0.0	12	96-08-31
Alberta Healthcare Assn., health services (Alta.)	3815	0.0	0.0	24	97-03-31
Brd School Trustees Dist. 39, office, Vancouver (B.C.)	650	0.8	1.2	36	98-06-30
Public Administration (2 agreements)	1344	0.0	0.0	22.5	
Ont. Housing Corp., bldg maint., Toronto (Ont.)	650	0.0	0.0	21	96-03-31
City of York, police, Newmarket (Ont.)	694	0.0	0.0	24	95-12-31
Agreement with COLA (3 agreements)	1 875	1.5	2.1	31.9	
Agreements without COLA (13 agreements)	18 005	0.5	0.4	27.0	
All agreements (16 agreements)	19 880	0.6	0.6	27.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustment in base rates)

	1993				1994				1995			
	1993	1994	1995	1996	1993	1994	1995	1996	1993	1994	1995	1996
All Industries/Jurisdictions												
Average Annual Adjustment	0.6	0.3	0.9	0.4	0.9	1.1	0.9	0.7	0.7	0.7	0.6	0.6
Non-COLA	0.4	0.2	0.8	0.4	0.8	1.0	0.8	0.7	0.7	0.7	0.5	0.5
COLA	2.2	1.3	1.4	1.4	1.0	2.4	2.4	2.0	2.4	1.9	1.5	1.5
First Year Increase	0.5	-0.1	0.4	0.1	0.5	0.6	0.5	0.2	0.1	0.2	0.6	0.6
Non-COLA	0.3	-0.2	0.3	0.1	0.6	0.5	0.4	0.1	0.1	0.2	0.4	0.4
COLA	1.9	0.6	0.9	0.5	0.3	2.4	2.3	2.3	2.7	1.8	2.1	2.1
Industries												
Primary Industries	1.0	1.1	2.5	-	-	2.0	2.1	3.5	3.5	-	-	-
Manufacturing	1.9	2.0	2.4	2.4	2.7	2.4	2.5	1.9	2.3	2.1	1.4	1.4
Construction	0.4	0.2	0.9	-0.1	1.3	0.9	0.8	0.8	1.3	1.6	0.2	0.2
Transp. & Communication	0.8	1.0	1.1	0.7	0.8	1.4	1.3	0.7	0.8	0.0	1.4	1.4
Trade-Finance	0.2	0.1	1.0	0.4	0.5	0.9	1.6	0.0	-	-	0.0	0.0
Services	0.7	-0.1	0.5	0.0	0.0	0.7	0.5	0.6	0.7	0.7	0.1	0.1
Public Administration	0.2	0.1	0.7	-0.2	1.4	0.5	0.1	0.7	0.7	1.0	0.0	0.0
Jurisdictions												
Newfoundland	0.1	0.0	0.8	-	0.9	0.0	-	-	-	-	-	-
Prince Edward Island	0.0	-4.1	1.7	-	-	1.7	-	-	-	-	-	-
Nova Scotia	5.1	-0.5	0.8	-	0.4	-	1.3	-	-	-	-	-
New Brunswick	2.8	1.0	0.9	-2.3	-	0.5	1.0	-	-	-	-	-
Quebec	0.1	1.4	0.7	1.4	1.4	2.3	0.8	0.7	0.7	0.7	1.2	1.2
Ontario	1.3	0.3	0.9	0.1	0.9	1.3	0.7	0.6	1.0	0.7	0.3	0.3
Manitoba	0.9	1.7	0.3	1.6	1.4	0.1	0.4	0.3	-	0.4	0.0	0.0
Saskatchewan	1.2	1.0	1.9	0.6	2.3	1.6	1.0	1.0	1.0	-	-	-
Alberta	0.3	-1.6	-0.4	-0.8	-1.2	0.0	0.1	0.4	-	1.5	0.0	0.0
British Columbia	2.3	1.6	1.3	2.2	1.7	1.6	0.9	1.1	1.1	1.2	0.8	0.8
Multi-Province	3.3	2.6	1.0	-	1.0	1.0	1.1	-	-	-	-	-
Federal Jurisdiction	0.2	0.4	1.1	0.4	0.8	1.4	1.1	1.0	1.8	0.0	1.9	1.9
Public Sector	0.5	0.0	0.6	-0.1	0.6	0.6	0.4	0.6	0.7	0.7	0.1	0.1
Private Sector	0.9	1.2	1.4	1.2	1.6	1.5	1.2	1.5	2.3	1.2	1.2	1.2

OTHER INDICATORS

(year-over-year percentage change)

	1993				1994				1995			
	1993	1994	1995	1996	1993	1994	1995	1996	1993	1994	1995	1996
Average Weekly Earnings												
All Industries	1.3	1.3		1.7	1.1	0.7	0.9		0.8	1.3		
Manufacturing	2.3	1.9		2.3	0.8	0.4	1.5		1.3	1.6		
Consumer Price Index	1.8	0.2	2.1	0.0	1.6	2.7	2.4	2.0	2.4	2.1	1.7	1.7

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Bell Canada	CEP	14 600	January 96
•Pratt & Whitney Canada (Que.)	CAW	2 800	February 96
•Dupont Canada Inc. (Ont.)	Independent	1 100	January 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•C.B.C. (N.B., Que. & Ont)	CUPE/NABET/Guild	9 796	Barg./Conc.	May & Sept. 93
•City of Montreal	CUPE	5 100	Post Mediation	December 94
•Government of Ontario	Ont. Public Service Empls.	60 000	Conciliation	December 93
•Ontario Hospitals	CUPE/SEIU	32 100	Arb./ Barg.	Sept. 93/Oct. 95
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE, SEIU & SUN	19,340	Bargaining	Dec. 94/Mar.96
•SaskTel	CEP	3 600	Bargaining	March 95
•Saskatchewan Wheat Pool	Grain Services Union	1 600	Bargaining	January 96
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences	10 685	Bargaining	March 95
•Education Employers Assn.	B.C. Teacher's Fed.	41 300	Bargaining	June 94-Dec. 95

Private Sector

•Air Canada	Air Canada Pilots Assn.	1 677	Bargaining	April 95
•Canadian Airlines International	CUPE / Machinists	6 800	Bargaining	December 95
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Quebec Cartier Mining	Steelworkers	2 129	Bargaining	February 96
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg./Med.	December 94
•Hotel Employers Group	Hotel Empls. & Rest. Empls.	1 800	Bargaining	January 96
•B.C. Tel	Telecommunication Workers Union	11 074	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	December 95
•Govt. of Newfoundland	NAPE	7 500	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	March 96
•Hydro Quebec	CUPE & Prof. Engineers	17 675	December 95
•Liquor Control Board of Ontario	Employees Union	5 000	March 96
•Ontario Hydro	CUPE	14,700	March 96

(Continued on page 12)

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

MAJOR WORK STOPPAGES* - 1995

Time not worked as a result of major work stoppages in 1995 amounted to 982,340 person-days, or 0.03 per cent of estimated total working time (3 days per 10,000 worked). That percentage of estimated working time represents a marginal increase from a fifty-year record-low of 0.02 per cent in 1993. Person-days not worked in 1994 amounted to 736,470.

There were 37 major work stoppages involving 106,891 workers in 1995, compared to 29 stoppages and 55,283 workers in 1994.

Work stoppages at Canadian National, Canadian Pacific and Via Rail in March of 1995, accounted for 202,080 person-days not worked, or 20.6 per cent of the year's total.

In the Ontario Construction sector, 5 stoppages in different trades resulted in 171,350 person-days not worked.

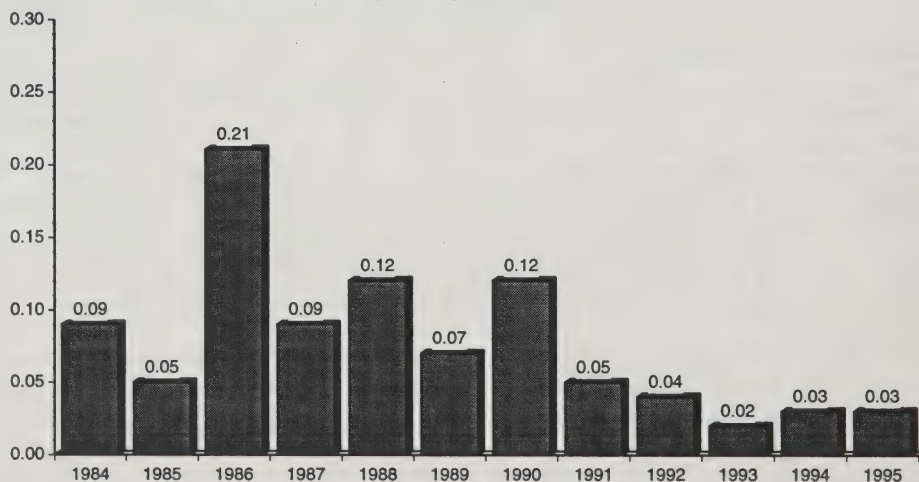
In British Columbia, 3 stoppages in the pulp and paper sector accounted for 145,220 person-days not worked, and 2 stoppages at municipalities, for 42,500 person-days.

Work stoppages at Bridgestone-Firestone and at Kenworth in Quebec, which began in August, 1995, and continued into 1996, accounted for 67,530 and 86,700 person-days respectively, in 1995.

A work stoppage at the Société des Casinos du Québec in Montreal resulted in 38,890 person-days not worked, while another at Windsor Casino in Ontario accounted for 31,200 person-days not worked. Both stoppages occurred during the negotiation of first contracts.

MAJOR WORK STOPPAGES

Time not worked as a percentage of total working time, 1984 - 1995



* Data are based on work stoppages involving 500 or more employees.

Table A - Largest Work Stoppages - 1995

Work Stoppage Employer	Union	Jurisdiction	Workers Involved	Person-Days
Canadian National, Canadian Pacific, Via Rail	various unions	Federal	31,290	202,080
Various Ontario Construction Contractors' Associations	various constr. unions	Ontario	7,550	171,350
MacMillan Bloedel, Fletcher Challenge, Skeena Cellulose	CEP & PPWC	British Columbia	3,750	145,220
Kenworth du Canada	CAW	Quebec	850	86,700*
Bridgestone-Firestone Canada	Féd. de la Métallurgie	Quebec	734	67,530*
Municipality of Surrey	CUPE	British Columbia	1,200	40,800
Société des Casinos du Québec	Fed. of Public Empls.	Quebec	1,200	38,890
Windsor Casino	CAW	Ontario	1,709	31,200
Health Employers Assn. of British Columbia	B.C. Govt. and Service Employees' Union	British Columbia	2 000	22,580

Source: Workplace Information Directorate

* Work stoppage has continued into 1996; totals shown represent person-days not worked in 1995 only.

Table B - Major Work Stoppages - 1980-1995
Person-days Not Worked and Estimated Working Time

Year	Stoppages	Workers	Person-Days	% of Total Working Time
1980	135	350,350	6,899,800	0.28
1981	100	240,972	6,169,670	0.24
1982	70	410,559	3,859,810	0.16
1983	61	279,818	2,881,950	0.12
1984	67	130,852	2,331,350	0.09
1985	56	98,281	1,348,760	0.05
1986	89	430,086	5,673,310	0.21
1987	64	531,470	2,408,490	0.09
1988	54	158,888	3,393,880	0.12
1989	67	394,351	2,177,040	0.07
1990	66	226,263	3,520,150	0.12
1991	36	218,377	1,452,400	0.05
1992	44	119,791	1,145,810	0.04
1993	25	73,757	498,680	0.02
1994	29	55,283	736 470	0.03
1995	37	106,891	982,340	0.03

Source: Workplace Information Directorate

Table C - Major Work Stoppages by Industry - 1995

Industry	Stoppages	Workers	Person-Days Not Worked
Manufacturing	14	15,672	378,770
Construction	7	24,750	189,350
Transportation	5	33,805	219,580
Community, Business & Pers. Services	9	29,764	152,140
Public Administration	2	2,900	42,500
TOTAL	37	106,891	982,340

Source: Workplace Information Directorate

Table D - Major Work Stoppages by Region / Jurisdiction - 1995

Jurisdiction	Stoppages	Workers	Person-Days Not Worked
Prince Edward Island	1	1,200	2,000
Nova Scotia	1	650	3,900
Quebec	12	48,207	287,400
Ontario	11	13,337	240,000
Manitoba	1	1,165	19,810
British Columbia	6	8,650	213,770
Federal	5	33,682	215,460
TOTAL	37	106,891	982,340

Source: Workplace Information Directorate

KEY COLLECTIVE BARGAINING NEGOTIATIONS - 1996

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
NEWFOUNDLAND			ONTARIO (continued)		
Iron Ore Co. of Canada	1,520	Feb.	Education	108,026	March/Aug.
Government Employees (Health & Public Sectors)	18,290	March/June	Health - Nurses	44,000	March
* Fishery Products Intl.	1,750		Municipal Employees	12,091	March
* Nfld. & Labrador Hydro	625		Workers' Compensation Board	2,500	March
* Gov't of Nfld. (nurses & teachers)	13,300		* Electrical Power Systems	7,500	
			* Union Gas	1,100	
			* Education & Health	71,739	
			* Public Sector (incl. Municipal)	71,409	
PRINCE EDWARD ISLAND			MANITOBA		
* Government of PEI	6,970		Hudson Bay Mining & Smelting	1,200	Sept.
(Health, Education & Public Administration)			Inco	1,400	Sept.
			Boeing	924	July
NOVA SCOTIA			Bristol Aerospace	850	March
Construction Sector	1,100	June	Garment Manufacturers Assn. of Western Canada	1,400	Dec.
* Construction Sector	3,270		Health Sector	16,502	March/May
* Sydney Steel Corp.	550		Government Employees	11,748	March
			* Manitoba Hydro	3,280	
NEW BRUNSWICK			* Manitoba Telephone	5,099	
Construction Sector	1,150	June	* Health & Education	12,575	
Teachers	8,128	Aug.	* Public Sector (incl. Municipal)	3,485	
Government of New Brunswick	3,255	Dec.			
* Connors Bros Ltd.	1,500		SASKATCHEWAN		
* Saint John Shipbuilding Ltd.	1,400		Universities of Regina & Sask.	2,150	Dec.
* Construction Sector	2,550		Health Sector, Nurses	6,580	March
* New Brunswick Power	1,600		* Sask. Telecommunications	3,600	
* Government of New Brunswick (Health & Public Administration)	8,075		* Saskatchewan Energy & Power	2,356	
			* Canada Safeway & other stores	3,900	
QUEBEC			* Health & Education	28,482	
Quebec Cartier Mining	2,129	Feb.	* Cities of Regina & Saskatoon	2,408	
Goodyear Canada	1,300	June			
Rolls-Royce Canada	610	April	ALBERTA		
Agence & Conseil des Agences de Sécurité	12,764	Sept.	Gainers	950	Dec.
City of Montreal (firefighters)	1,660	Dec.	Alberta Power	845	Dec.
Bombardier (Canadair Group)	4,200	Dec.	Calgary CO-OP	3,200	July
* Bombardier	894		Canada Safeway	10,455	March
* Clothing Industry	11,248		Health & Education	31,810	March/Aug.
* Construction Sector	57,281		City of Edmonton	5,163	Jan.
* Hydro Quebec	17,675		* Construction	11,775	
* City of Mtl & Urban Community	9,614		* Gas Utilities	4,080	
* Gov't of Quebec (Police)	4,700		* Health & Education	24,876	
			* Public Sector (incl. Municipal)	12,650	
ONTARIO			BRITISH COLUMBIA		
J.M. Schneider	1,800	May	Fording Coal	886	April
Navistar International Corp. Canada	1,280	Oct.	Alcan.	1,633	July
Stelco	6,315	July	B.C. Ferry.	4,013	Oct.
Ontario Hydro	20,400	March/Dec.	B.C. Hydro	2,900	March
Toronto Transit	8,200	March	Canada Safeway	6,500	March
Loblaws Supermarkets	8,800	April/June	Greater Vancouver Regional Dist.	10,191	Dec.
Miracle Food Mart of Canada	7,040	Nov.			
Brewers Retail & Molson Breweries	5,550	Dec.			

* 1995 or earlier expiries where negotiations were still in progress as of November 20, 1995, and are expected to be concluded in 1996.

Employer and province	No. of empls.	Expiry Month	Employer and province	No. of empls.	Expiry Month
BRITISH COLUMBIA (continued)			FEDERAL (continued)		
Vancouver Police Board	1,100	Dec.	Canada Post	16,500	June/Sept./Dec.
Health Sector	55,010	March	Waterfront Foremen Employers Assn.	500	Dec.
Government Employees	32,426	March	Cdn. Pacific Ltd. & other companies	2,656	Dec.
* B.C. Rail	1,761		Greyhound Lines	1,300	Dec.
* Education	27,959		* Telephone Companies	23,880	
* Public Sector (incl. Municipal)	5,320		* Cape Breton Development Corp.	1,625	
MORE THAN ONE PROVINCE			* Vidéotron Ltée (Québec)	560	
Eastern Pulp & Paper	17,177	April/Oct.	* Trucking Companies	1950	
Auto Industry	61,359	Sept.	* B.C. Maritime Employers Assn.	4,000	
FEDERAL			* B.C. Terminal Elevator Assn.	700	
Saskatchewan Wheat Pool	1,704	Jan.	* Airlines	15,877	
Ottawa Transit	2,000	March	* Alberta Wheat Pool	550	
Air Canada	6,400	Sept./Oct.	* CBC	10,343	
			* Marine Atlantic	1,665	
			* Purolator Courier	5,200	

* 1995 or earlier expiries where negotiations were still in progress as of November 20, 1995, and are expected to be concluded in 1996.

(Continued from page 7)

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Toronto Transit Commision	ATU	8,200	March 96
•Ontario Hospitals	Ontario Nurses Assn.	44 000	March 96
•Government of Manitoba	MGEA	11 748	March 96
•Manitoba Health Organization	Nurses' Union	8 000	March 96
•Canada Safeway (Alberta)	Food Workers	10 455	March 96
•Alberta nurses	UNA	15,585	March 96
•Canada Safeway (B.C.)	Food Workers	6 500	March 96
•Government of B.C.	BCGSE	29 950	March 96
•Health Employers Assn.of B.C.	3 unions	51 700	March 96

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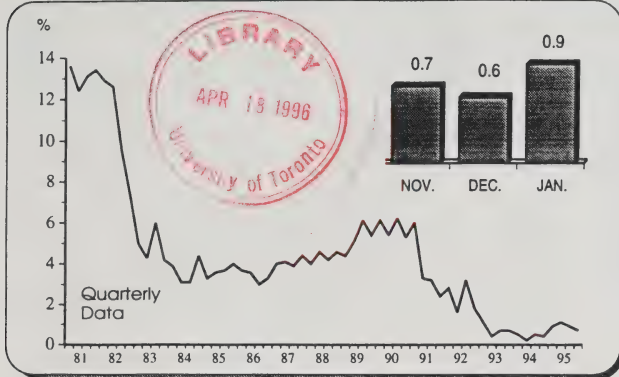
THE WAGE SETTLEMENTS BULLETIN

March 1996
Volume 7, Issue 3

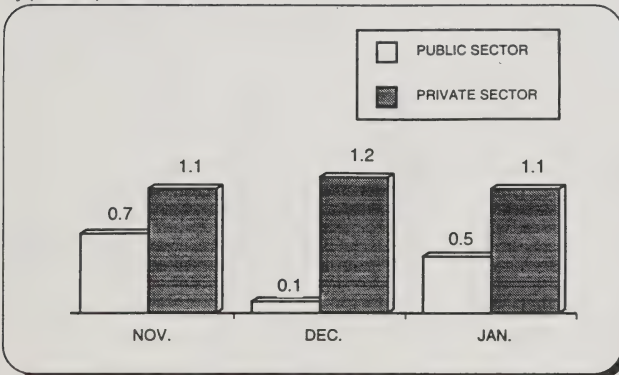
or (819) 997-3117

January 1996

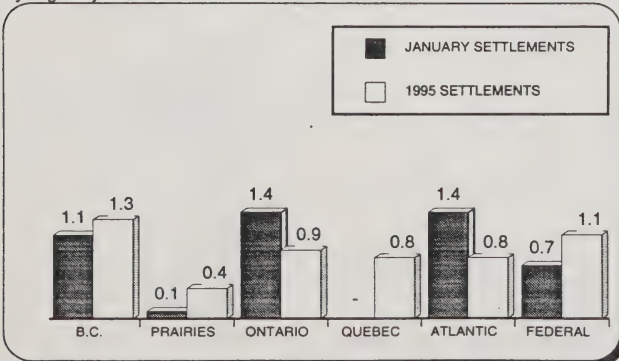
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



•Wage adjustments from major collective bargaining settlements ratified during the month of **January** averaged **0.9 per cent**, an increase from 0.6 per cent in December 1995, but the same as for 1995 as a whole.

•The January results are based on a relatively low coverage of 37,251 employees in 25 agreements. When the parties to these contracts previously negotiated - with an average contract duration of 24 months - the resulting wage adjustments averaged 0.9 per cent, the same as in their current settlements.

•Public sector wage adjustments averaged **0.5 per cent**, above the 0.1 per cent average in December, but slightly lower than the 0.6 per cent average for 1995 as a whole. The January public sector results are based on a coverage of 13,207 employees in 15 agreements. Wages were frozen in 7 public sector agreements in January, including 3 Ontario school boards (2,135 employees), Carleton University (950 employees), Memorial University (900 employees), and Manitoba Hydro (3,000 employees). The largest public sector increase of 1.5 per cent, was recorded by 800 firemen with the City of Vancouver, 1,440 teachers with the Government of P.E.I. and 537 maintenance and custodial staff with Victoria Hospital in London, Ontario.

•Private sector wage adjustments in January averaged **1.1 per cent**, down slightly from 1.2 per cent in December 1995, and the 1.4 per cent annual figure for 1995 as a whole. The January private sector results are based on a relatively low monthly coverage of 10 agreements and 24,044 employees. Wage adjustments ranged from wage freezes for 12,600 employees with Bell Canada in 2 agreements, 1,000 employees with the Bell Installation Network, to an increase of 3.4 per cent for 1,944 employees with National Steel Car Ltd. in Ontario.

•On a regional/jurisdictional basis, the largest concentration of employees in January was in the Federal jurisdiction (just under half of all employees) with wage adjustments averaging 0.7 per cent, followed by Ontario (23.7% of all employees), with wage adjustments averaging 1.4 per cent. In the Atlantic provinces (12.7% of all employees), wage adjustments also averaged 1.4 per cent, and in the Prairie provinces (9.7% of all employees), wage adjustments averaged 0.1 per cent. In British Columbia (5.4% of all employees), wage increases averaged 1.1 per cent. There were no settlements in the Quebec jurisdiction.

Le Bulletin existe également en français.

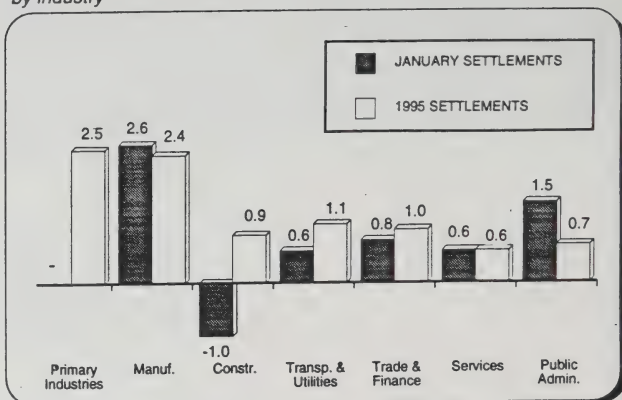
•On an industry basis, wage adjustments in January ranged from a wage cut of 3.1 per cent over a 36-month Construction sector agreement covering 800 employees at the Interior System Construction Assn. (drywall) (for an average annual adjustment of -1.0 per cent), to 2.6 per cent in Manufacturing (5 agreements covering 6,144 employees). The largest concentration of employees in January's settlements were in Transportation, Communication and Utilities (21,100 employees in 7 agreements), with wage adjustments averaging 0.6 per cent. In the Services sector (10 agreements covering 7,807 employees), wage adjustments averaged 0.6 per cent. There was one agreement in each of the Trade sector (600 employees with the Sask. Liquor Board at 0.8 per cent) and Public Administration (800 firemen with the City of Vancouver at 1.5 per cent).

•Wage rates in January's settlements were frozen or rolled back for 21,386 employees in 11 agreements (57.4% of all employees). Eight settlements involving 5,971 employees (16%), provided for increases of less than 2.0 per cent. Three settlements provided 6,850 employees (26.4%) with increases of 2.0% to 2.9%. Three settlements provided the remaining 12.7% of employees (3,044) with increases of 3.0 per cent or more.

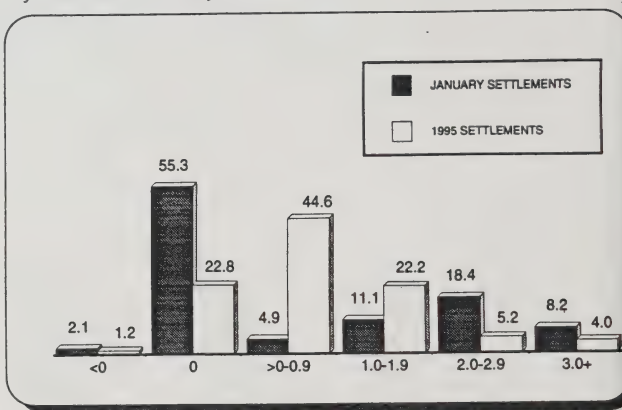
•The distribution of settlements by region/ jurisdiction for the month of January is as follows:

	<u>Agt.s.</u>	<u>Empls.</u>
Atlantic provinces	4	4,715
Ontario	10	8,817
Prairie Provinces	3	3,600
British Columbia	3	2,019
Federal Jurisdiction	5	18,100

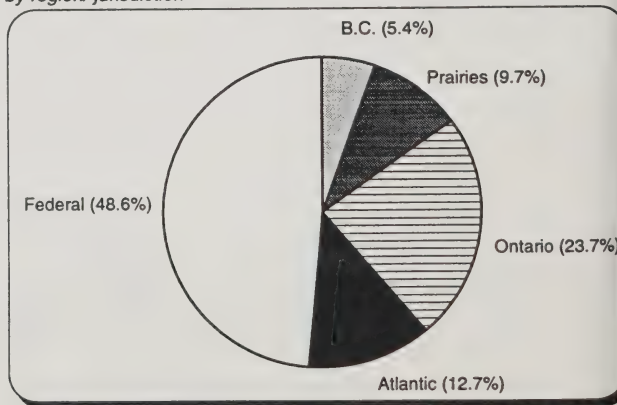
Base rate percentage adjustments in January settlements, by industry



Percentage distribution of employees in January settlements, by size of base rate adjustments



Percentage distribution of employees in January settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN JANUARY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (5 agreements)	6,144	2.6	2.9	28.0	
Fishery Products Int'l, plant & maintenance (Nfld.)	1,750	2.0	2.0	12	96-12-31
Canadian Fabricated Products Ltd., production (Ont.)	750	1.4*	1.0	36	98-12-15
Lear Seating Canada Ltd., plant, Kitchener (Ont.)	600	3.4*	3.8	36	98-12-31
Du Pont Canada Inc. plant, Kingston (Ont.)	1,100	2.7	2.8	24	98-01-27
National Steel Car Limited, plant (Ont.)	1,944	3.4*	4.4	39	99-04-05
Construction (1 agreement)	800	-1.0	-3.1	36.0	
Interior System Contr Assn. of Ont. (drywall) (Ont.)	800	-1.0	-3.1	36	98-04-30
Transp., Comm. & Utilities (7 agreements)	21,100	0.6	0.6	31.5	
Manitoba Hydro, outside empls. (Man.)	2,100	0.0	0.0	12	96-05-29
Manitoba Hydro, office, clerical & tech. (Man.)	900	0.0	0.0	12	95-12-31
B.C. Maritime Employers Assn., longshoremen (B.C.)	4,000	2.8	3.0	36	98-12-31
Waterfront Foremen Emp. Assn., foremen (B.C.)	500	3.0	3.0	12	96-12-31
Bell Canada, service & maintenance (Fed. jur.)	9,200	0.0	0.0	36	98-11-30
Bell Canada, office/clerical empls (Fed. jur.)	3,400	0.0	0.0	36	98-11-24
Installation Réseau Bell, installers (Fed. jur.)	1,000	0.0	0.0	24	97-11-30
Trade & Finance (1 agreement)	600	0.8	0.0	37.0	
Liquor Board of Saskatchewan, office (Sask.)	600	0.8	0.0	37	95-04-30
Community, Business & Personal Services (10 agts.)	7,807	0.6	0.5	25.5	
Memorial University (admin), St John's (Nfld.)	900	0.0	0.0	24	97-03-31
Gov't of P.E.I., teachers (P.E.I.)	1,440	1.5	2.0	37	98-06-30
Gov't of P.E.I. office & clerical (P.E.I.)	625	1.2	0.0	37	98-06-30
Waterloo Cty Brd Educ office (Ont.)	546	0.0*	0.0	24	96-12-31
Carleton University teachers-asst. (Ont.)	950	0.0	0.0	12	96-08-31
Victoria Hospital, service empls. (Ont.)	537	1.5	1.0	24	95-03-31
Niagara S. Brd Educ. teachers-secondary (Ont.)	670	0.0	0.0	24	96-08-31
Niagara S. Brd. Educ. teachers-elementary (Ont.)	920	0.0	0.0	12	96-08-31
Brd Sch. Trustees Dist. 41, office, Burnaby (B.C.)	619	0.9	0.0	36	98-12-31
University of Victoria, inside workers (B.C.)	600	0.6	1.1	24	97-03-31
Public Administration (1 agreement)	800	1.5	1.5	24.0	
City of Vancouver, firemen (B.C.)	800	1.5	1.5	24	96-12-31
Agreement with COLA (4 agreements)	3,840	2.5	3.0	35.8	
Agreements without COLA (21 agreements)	33,411	0.7	0.7	29.0	
All agreements (25 agreements)	37,251	0.9	0.9	29.7	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustments in base rates)

	Percentage average annual percentage adjustments																
	1994				1995				Year to				1995		1996		
	4	1	2	3	4	1	2	3	4	Date	Jul	Oct	Jan	Nov	Dec	Jan	
All Industries/Jurisdictions																	
Average Annual Adjustment																	
Non-COLA	0.6	0.3	0.9	0.4	0.7	0.9	1.1	0.9	0.7	0.9	1.1	0.7	0.7	0.7	0.6	0.9	
COLA	0.4	0.2	0.8	0.4	0.7	0.7	1.0	0.8	0.7	0.7	1.0	0.7	0.7	0.7	0.5	0.7	
	2.2	1.3	1.4	1.4	2.1	2.5	2.6	2.4	2.1	2.5	2.6	2.0	2.2	1.9	1.8	2.5	
First Year Increase	0.5	-0.1	0.4	0.1	0.2	0.9	0.7	0.5	0.2	0.9	0.7	0.2	0.4	0.3	0.6	0.9	
Non-COLA	0.3	-0.2	0.4	0.1	0.2	0.7	0.6	0.4	0.2	0.7	0.6	0.1	0.3	0.2	0.4	0.7	
COLA	1.9	0.6	0.9	0.5	2.6	3.0	2.7	2.4	2.6	3.0	2.7	2.1	2.7	1.8	3.1	3.0	
Industries																	
Primary Industries	1.0	1.1	2.5	-	3.5	-	2.0	2.1	3.5	-	2.1	3.5	-	-	-	-	
Manufacturing	2.0	2.0	2.4	2.4	1.8	2.6	2.5	2.5	1.8	2.6	2.5	2.3	2.0	1.8	1.4	2.6	
Construction	0.4	0.2	0.9	-0.1	0.8	-1.0	1.3	0.9	0.8	-1.0	1.0	0.8	0.2	1.6	0.2	-1.0	
Transp. & Communication	0.8	1.1	1.1	0.7	0.7	0.6	1.4	1.3	0.7	0.6	1.4	0.9	0.6	0.0	1.4	0.6	
Trade-Finance	0.2	0.1	1.0	0.4	0.0	0.8	0.5	0.9	1.6	0.8	1.4	2.0	0.3	-	0.0	0.8	
Services	0.7	-0.1	0.6	0.0	0.7	0.6	0.0	0.7	0.5	0.6	0.4	0.6	0.7	0.7	0.1	0.6	
Public Administration	0.2	0.1	0.7	-0.2	0.7	1.5	0.5	0.2	0.7	1.5	0.2	-0.5	0.8	1.0	0.0	1.5	
Jurisdictions																	
Newfoundland	0.1	0.0	0.8	-	-	1.3	0.0	-	-	1.3	-	-	1.3	-	-	1.3	
Prince Edward Island	0.0	-4.1	1.7	-	-	1.4	1.7	-	-	1.4	1.7	0.7	1.4	-	-	1.4	
Nova Scotia	5.1	-0.5	0.8	-	-	-	0.4	-	-	-	2.7	0.7	-	-	-	-	
New Brunswick	2.8	1.0	0.9	-2.3	-	-	0.5	1.0	-	-	0.7	1.0	-	-	-	-	
Quebec	0.1	1.4	0.8	1.4	0.7	-	2.4	0.8	0.7	-	2.0	0.7	0.7	0.7	1.2	-	
Ontario	1.3	0.3	0.9	0.1	0.6	1.4	0.9	1.3	0.7	1.4	1.2	0.6	0.8	0.7	0.3	1.4	
Manitoba	0.9	1.6	0.4	1.6	1.4	0.0	0.1	0.4	1.4	0.0	0.2	0.0	0.8	1.7	0.0	0.0	
Saskatchewan	1.2	1.0	1.9	0.6	1.0	0.8	1.6	1.0	1.0	0.8	1.2	1.0	0.8	-	-	0.8	
Alberta	0.3	-1.6	-0.4	-0.8	0.4	-	2.3	0.0	0.1	0.4	-0.2	0.7	0.4	1.5	0.0	-	
British Columbia	2.3	1.6	1.3	2.2	1.2	1.1	1.6	0.9	1.2	1.1	1.9	0.7	1.2	1.3	0.8	1.1	
Multi-Province	3.3	2.6	1.0	-	-	1.1	1.0	1.1	-	1.1	1.0	1.1	-	-	-	-	
Federal Jurisdiction	0.2	0.4	1.1	0.4	1.0	0.7	1.4	1.1	1.0	0.7	1.4	0.6	0.7	0.0	1.9	0.7	
Public Sector	0.5	0.0	0.6	-0.1	0.7	0.5	0.6	0.4	0.7	0.5	0.6	0.6	0.6	0.7	0.1	0.5	
Private Sector	0.9	1.2	1.4	1.2	1.5	1.1	1.5	1.2	1.5	1.1	1.5	1.2	1.1	1.1	1.2	1.1	

OTHER INDICATORS (year-over-year percentage change)

	1993	1994	1995	1995				Year to				May	Aug	Nov	1995		1996			
				4				Date							Nov	Dec	Jan	Jan		
				1	2	3	4	1	2	3	4								Jul	Oct
Average Weekly Earnings																				
All Industries	1.3	1.3	1.0	1.7	1.1	0.7	0.9	1.2							1.3	1.4				
Manufacturing	2.3	1.9	1.1	2.3	0.8	0.4	1.5	1.6							1.6	2.0				
Consumer Price Index	1.8	0.2	2.1	0.0	1.6	2.7	2.4	2.0	1.6						2.1	1.7	1.6			

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Bridgestone-Firestone Inc.	Féd. de la Métallurgie	700	February 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•C.B.C. (N.B., Que. & Ont)	various unions	9 796	Barg./Conc.	May & Sept. 93
•City of Montreal	CUPE	5 100	Post Med./WS	December 94
•Government of Ontario	Ont. Public Service Empls.	60 000	Work Stoppage	December 93
•Ontario Hospitals	CUPE/SEIU	33 800	Arb./ Barg.	Sept. 93/Oct. 95
•Liquor Control Board of Ontario	Employees Union	5 000	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Bargaining	March 96
•Toronto Transit Commission	ATU	7 600	Bargaining	March 96
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Government of Manitoba	MGEA	13 555	Bargaining	March 96
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Bargaining	December 94
•Sask. Assn. of Health Org.	CUPE, SEIU & SUN	19 340	Bargaining	Dec. 94/Mar.96
•SaskTel	CEP	3 600	Tent. Agt.	March 95
•Prov. Health Auth. of Alberta	CUPE, Hlth Sciences & UNA	26 270	Bargaining	March 95
•Education Employers Assn.	B.C. Teacher's Fed.	41 300	Bargaining	June 94-Dec. 95
•Government of B.C.	BCGSE	29 950	Bargaining	March 96
•Health Employers Assn. of B.C.	3 unions	51 700	Bargaining	March 96

Private Sector

•Air Canada	Air Canada Pilots Assn.	1 677	Bargaining	April 95
•Canadian Airlines International	CUPE / Machinists	6 800	Bargaining	December 95
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Quebec Cartier Mining	Steelworkers	2 129	Bargaining	February 96
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg./Med./WS	December 94
•Hotel Employers Group	Hotel Empls. & Rest. Empls.	1 800	Bargaining	January 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•B.C. Tel	Telecommunication Workers Union	11 074	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	December 95
•Govt. of Newfoundland	NAPE	7 500	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	March 96
•Hydro Quebec	CUPE & Prof. Engineers	17 675	December 95
•Manitoba Health Organization	Nurses' Union	8 000	March 96
•Canada Safeway (Alberta)	Food Workers	10 455	March 96
•Canada Safeway (B.C.)	Food Workers	6 500	March 96
•Eastern Canada Pulp & Paper	various unions	22 550	Apr.-Oct. 96

MAJOR WAGE SETTLEMENTS BY PUBLIC AND PRIVATE SECTOR - 1978 TO 1995

(number of agreements, employees and average annual percentage adjustment in base rates)

Year	Public Sector			Private Sector			Both Sectors		
	Agts.	Empls.	Adj.%	Agts.	Empls.	Adj.%	Agts.	Empls.	Adj.%
78	363	860,590	7.0	314	454,573	8.7	677	1,315,163	7.6
79	309	722,550	9.5	260	420,385	10.9	569	1,142,935	10.0
80	320	900,030	10.9	238	318,150	11.6	558	1,218,180	11.1
81	281	566,540	13.1	219	334,448	12.7	500	900,988	13.0
82	317	846,845	10.4	191	300,445	9.7	508	1,147,290	10.2
83	451	1,208,940	4.6	207	335,386	5.4	658	1,544,326	4.8
84	272	616,880	3.9	287	539,350	3.2	559	1,156,230	3.6
85	311	545,525	3.8	205	293,095	3.3	516	838,620	3.7
86	318	693,776	3.6	235	427,680	3.0	553	1,121,456	3.4
87	265	805,083	4.1	213	306,247	3.8	478	1,111,330	4.0
88	292	675,704	3.9	250	507,038	5.0	542	1,182,742	4.4
89	294	734,210	5.2	159	267,576	5.2	453	1,001,786	5.2
90	276	642,600	5.6	231	503,753	5.7	507	1,146,353	5.6
91	358	1,102,898	3.4	189	242,745	4.2	547	1,345,643	3.6
92	296	962,676	2.0	198	354,816	2.5	494	1,317,492	2.1
93	335	991,282	0.5	179	427,864	0.9	514	1,419,146	0.6
94	290	681,939	0.0	135	245,742	1.2	425	927,681	0.3
95	203	600,764	0.6	186	284,338	1.4	389	885,102	0.9

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 percent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

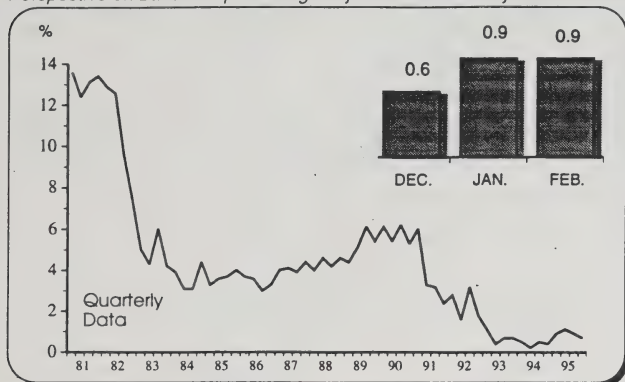
Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.



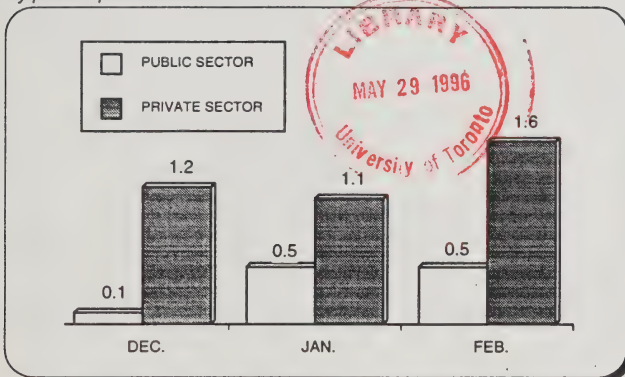
THE WAGE SETTLEMENTS BULLETIN

April 1996
Volume 7, Issue 4

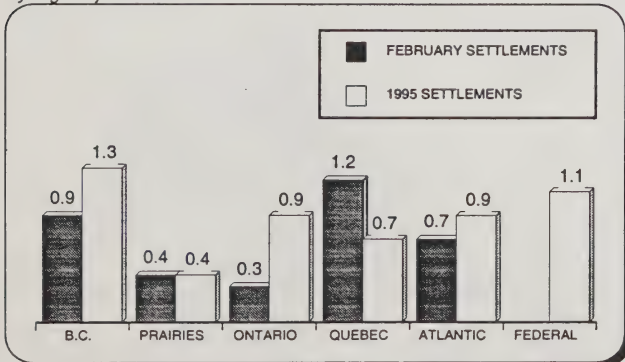
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region/ jurisdiction



Le Bulletin existe également en français.

February 1996

• Wage adjustments from major collective bargaining agreements ratified during the month of **February** averaged **0.9 per cent**, the same as in January but an increase from 0.6 per cent in December 1995.

• As in January, the February results are based on a relatively low coverage - 33,640 employees in 25 agreements. When the parties to these settlements previously negotiated, with an average contract duration of 24.8 months, the resulting wage adjustments averaged 0.2 per cent compared to the 0.9 per cent in February's settlements. In the previous round of negotiations there was a large number of wage freezes, particularly in the Quebec public sector where current adjustments range from 0.7 per cent to 1.5 per cent, as well as wage reductions of 0.5 per cent in the public sector in Alberta where current adjustments range from 0.0 per cent to 0.8 per cent.

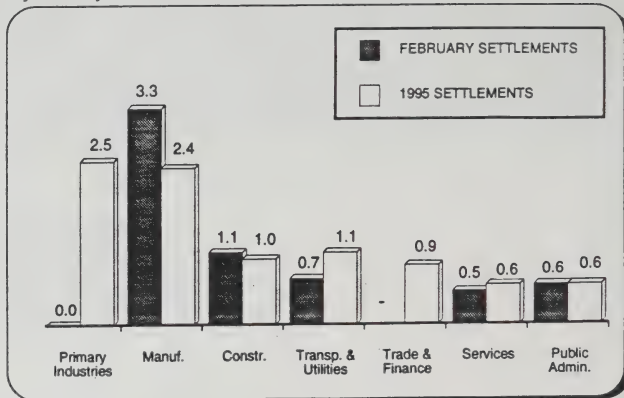
• **Public sector** wage adjustments averaged **0.5 per cent** in February, the same as in January but higher than the 0.1 per cent average in December 1995. The February results are based on a coverage of 23,665 employees in 18 agreements. Wages were frozen in 7 of these 18 agreements, including the Saskatchewan Power Corporation (1,150 electrical power plant employees) and the University of Manitoba (1,700 support employees). The largest increase (1.5 per cent) was recorded by 530 bus drivers with the Société de transport de la rive sud de Montréal; in the previous agreement wages were frozen.

• In the **private sector**, only 7 agreements covering 9,975 employees were ratified in February, with the resulting wage settlements averaging **1.6 per cent**. This represents an increase from 1.1 per cent in January and 1.2 per cent in December 1995. Private sector adjustments ranged from a wage freeze for 835 service employees of Catalytic Maintenance Inc. in Alberta, to an increase of 3.5 per cent for 2,876 production employees of Pratt and Whitney in Quebec.

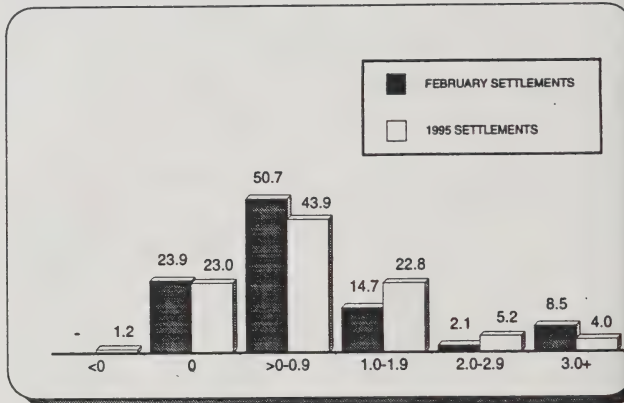
• On a **regional/jurisdictional** basis, the largest concentration of employees in February was in Quebec (53.2 per cent of all employees), with wage adjustments averaging 1.2 per cent. In the Prairie provinces (24.6 per cent of all employees) wage adjustments averaged 0.4 per cent; in Ontario (11.2 per cent of all employees), wage adjustments averaged 0.3 per cent; in the Atlantic provinces (7.4 per cent of all employees) 0.7 per cent, and in British Columbia (3.5 per cent of all employees), 0.9 per cent. There were no settlements in the Federal jurisdiction.

•On an industry basis, average wage adjustments in February ranged from a wage freeze in a single primary sector agreement (835 employees with Catalytic Maintenance in Alberta), to an increase of 3.3 per cent in 2 Manufacturing agreements, one of which increased wages by 3.5 per cent (2,876 employees with Pratt and Whitney), and the other by 2.4 per cent (714 employees with Bridgestone Firestone). In the Construction sector, wage adjustments averaged 1.1 per cent (3 agreements covering 1,650 employees); in Transportation, Communication and Utilities, 0.7 per cent (5 agreements covering 3,327 employees); and in Community, Business and Personal Services 0.5 per cent (11 agreements covering 22,080 employees). In Public Administration, wage adjustments averaged 0.6 per cent (2,158 employees in 3 agreements).

Base rate percentage adjustments in February settlements, by industry



Percentage distribution of employees in February settlements, by size of base rate adjustments

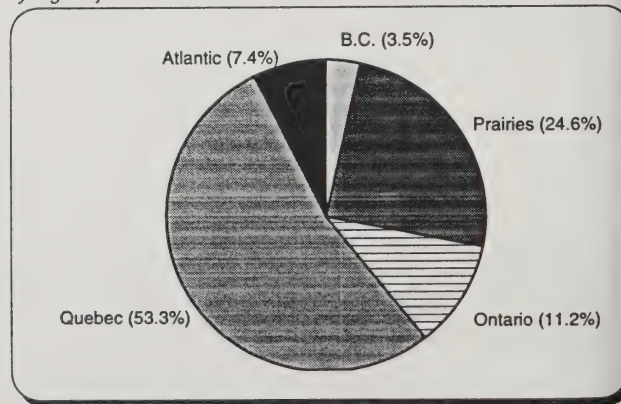


•Wage rates were frozen in 8 agreements covering 8,050 employees (23.9 per cent of all employees in the month's settlements). Seven agreements involving 17,055 employees (50.7 per cent) provided for increases of less than 1.0 per cent. Nine settlements covering 5,659 employees (16.8 per cent) provided for increases of 1.0 per cent to 2.9 per cent, while only one agreement (Pratt and Whitney) involving 2,876 employees (8.5 per cent) resulted in an increase of more than 3.0 per cent.

•The distribution of settlements and employees by region/jurisdiction for the month of February is as follows:

	Agts.	Empls.
Atlantic provinces	4	2,500
Quebec	7	17,899
Ontario	5	3,765
Prairie Provinces	7	8,286
British Columbia	2	1,190

Percentage distribution of employees in February settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN FEBRUARY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Primary Industries (1 agreement)	835	0.0	0.0	24	
Catalytic Maintenance Inc., service empls. (Alta.)	835	0.0	0.0	24	97-12-31
Manufacturing (2 agreements)	3 590	3.3	3.2	38.4	
Pratt & Whitney Canada, production, Longueuil (Que.)	2 876	3.5*	3.6	36	99-02-28
Bridgestone\Firestone Canada Inc., production (Que.)	714	2.4*	1.5	48	99-08-31
Construction (3 agreements)	1 650	1.1	0.4	36	
Const. Mgt. Bureau, labourer, Mainland (N.S.)	550	0.7	0.2	36	98-04-30
Const. Mgt. Bureau, commercial, Cape Breton Is. (N.S.)	500	1.1*	0.5	36	99-06-30
Const. Mgt. Bureau, industrial, Cape Breton Is. (N.S.)	600	1.4*	0.5	36	99-06-30
Transp., Comm. & Utilities (5 agreements)	3 327	0.7	0.7	34	
Société transport rive sud, drivers, Longueuil (Que.)	530	1.5*	0.0	48	98-12-31
Toronto Hydro-Electric System, hourly empls. (Ont.)	597	1.0	2.0	24	98-01-31
Toronto Hydro-Electric System, salaried empls. (Ont.)	500	1.0	2.0	24	98-01-31
Sask. Power Corp., office & clerical (Sask.)	550	1.0	0.0	36	98-01-31
Sask. Power Corp., utility workers (Sask.)	1 150	0.0	0.0	36	97-12-31
Community, Business & Personal Services (11 agts.)	22 080	0.5	0.3	29.2	
Memorial University, academic staff, St John (Nfld.)	850	0.0	0.0	53	99-08-31
Corp. entrepreneurs entretien ménager, custodial (Que.)	3 900	0.7	1.1	19	97-10-01
Comité patronal négo. collèges, teachers (Que.)	2 913	0.7	0.0	36	98-06-30
Comite patronal négo. secteur santé, technical (Que.)	3 010	0.7	0.0	36	98-06-30
Comite patronal négo. secteur santé, professional (Que.)	3 956	0.7	0.0	36	98-06-30
Halton Bd. of Education, teachers, (Ont.)	1 618	0.0	0.0	24	96-08-31
University of Manitoba, support staff, Winnipeg (Man.)	1 700	0.0	0.0	36	98-09-27
Calgary RCSS Dist. #1, teachers (Alta.)	2 096	0.8	0.8	12	96-08-31
Elk Island Public School Div.14 (Alta.)	847	0.0	0.0	12	96-08-31
Board of School Trustees Dist. #42, service (B.C.)	560	1.2	0.0	36	97-12-31
Brd.of Sch.Trustees Dist. #61, office, Victoria (B.C.)	630	0.6	0.0	24	96-12-31
Public Administration (3 agreements)	2 158	0.6	0.0	30.2	
Reg.Municipality of Durham, inside workers, Whitby (Ont.)	550	0.0	0.0	24	98-03-31
City of Kingston, outside workers (Ont.)	500	0.0	0.0	24	97-12-31
City of Regina, outside workers (Sask.)	1 108	1.2	0.0	36	97-12-31
Agreements with COLA (5 agreements)	5 220	2.7	2.3	38.9	
Agreements without COLA (20 agreements)	28 420	0.5	0.3	29.5	
All agreements (25 agreements)	33 640	0.9	0.6	30.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

[illegible]

OTHER INDICATORS

(year-over-year percentage change)

[illegible]

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Government of Ontario	Ont. Public Service Empls.	64 100	April 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•C.B.C. (N.B., Que. & Ont)	various unions	9 796	Barg./Conc.	May & Sept. 93
•City of Montreal	CUPE	5 100	Post Med./WS	December 94
•Hydro Quebec	CUPE & Prof. Engineers	17 675	Bargaining	December 95
•Ontario Hospitals	CUPE/SEIU	33 800	Arb./ Barg.	Sept. 93/Oct. 95
•Liquor Control Board of Ontario	Employees Union	5 000	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Conciliation	May 96
•Toronto Transit Commission	ATU	7 600	Post Conc.	March 96
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Government of Manitoba	MGEA	13 555	Bargaining	March 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	Tent. Agt.	December 94
•Sask. Assn. of Health Org.	CUPE, SEIU & SUN	19 340	Bargaining	Dec. 94/Mar.96
•SaskTel	CEP	3 600	Bargaining	March 95
•Prov. Health Auth. of Alberta	CUPE, UNA & Hlth Sciences	21 150	Bargaining	March 95
•Education Employers Assn.	B.C. Teacher's Fed.	41 300	Bargaining	June 94-Dec. 95
•Government of B.C.	BCGSE	29 950	Tent. Agt.	March 96
•Health Employers Assn. of B.C.	3 unions	51 700	Bargaining	March 96

Private Sector

•Air Canada	Air Canada Pilots Assn.	1 677	Bargaining	April 95
•Canadian Airlines International	CUPE / Machinists	8 873	Barg./Tent.	December 95
•Eastern Canada Pulp & Paper	various unions	22 550	Bargaining	Apr.-Oct. 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Quebec Cartier Mining	Steelworkers	2 129	Bargaining	February 96
•Bldg. Contractors Assn. of Que.	various unions	53 876	Mediation	December 94
•Hotel Employers Group (Toronto)	Hotel Empls. & Rest. Empls.	1 800	Bargaining	January 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•Canada Safeway (B.C.)	Food Workers	6 800	Bargaining	March 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

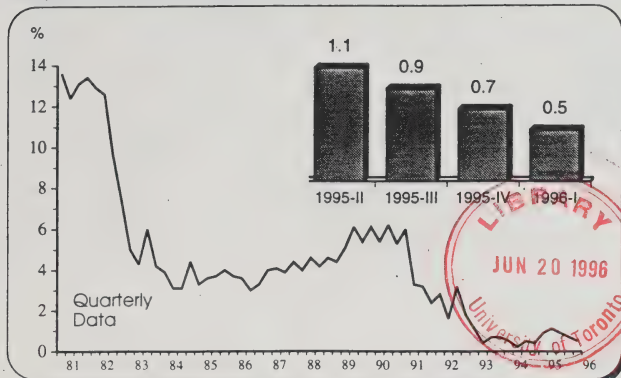
UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	December 95
•Govt. of Newfoundland	NAPE	7 500	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	March 96

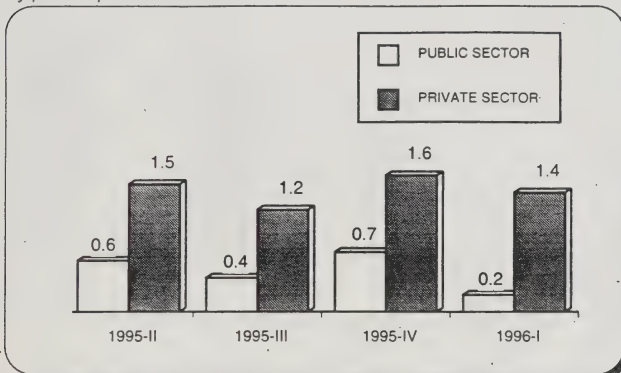
THE WAGE SETTLEMENTS BULLETIN

May 1996
Volume 7, Issue 5

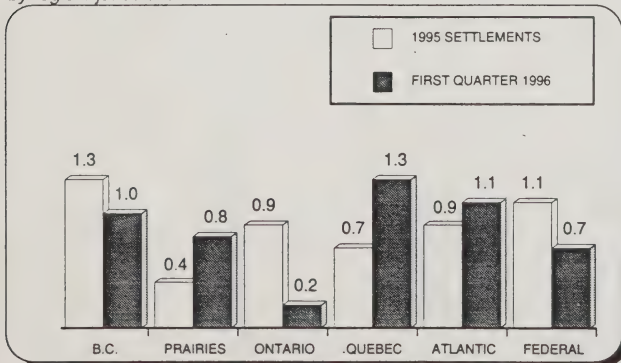
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

First Quarter 1996

•Major collective bargaining settlements reached in the **first quarter of 1996** provided base-rate wage adjustments averaging **0.5 per cent** annually over the contract term, a decrease from 0.7 per cent in the last quarter of 1995, and 0.9 per cent for the year 1995.

•The 81 settlements reached during the first quarter covered 166,045 employees. When the parties to these settlements previously negotiated - with contract durations averaging 24 months - the resulting wage adjustments averaged 0.8 per cent, compared to the 0.5 per cent average in their first quarter settlements.

•Thirty-four of the 81 agreements covering 108,058 employees (almost two-thirds of the total number of employees), provided for wage freezes and a rollback. Among them were 17 Ontario public sector settlements covering 78,876 employees (47.5% of all employees). Another 13 agreements covering 21,699 employees provided increases under 1.0 per cent. The remaining 36,288 employees in 34 agreements received increases in the 1.0 to 3.5 per cent range.

•The 51 **public sector** settlements, covering 121,901 employees, provided for wage adjustments averaging **0.2 per cent**. These included 26 agreements covering 91,323 employees with a wage freeze (55% of employees in all first quarter settlements). The largest average annual wage increase in the public sector was 2.6 per cent for 518 teachers with the Parkland County School District in Alberta.

•In the **private sector**, 30 agreements covering 44,144 employees provided an average increase of **1.4 per cent**. The first quarter private sector settlements ranged from a 3.1 per cent wage rollback for the duration of a three-year contract for 800 drywall workers with the Interior Systems Contractors Association of Ontario, to increases of 3.5 per cent for 2,876 production employees of Pratt and Whitney in Longueuil, Quebec.

•Over one-half of all employees (87,014 or 52.4%) in the first quarter settlements were in Ontario, receiving on average annual adjustments of 0.2 per cent. Another 28,108 employees in the Prairie provinces averaged wage adjustments of 0.8 per cent in 22 agreements. Quebec's 12 agreements yielded an average increase of 1.3 per cent for 21,399 employees. In Atlantic Canada, 7,215 employees in 8 agreements received wage adjustments averaging 1.1 per cent. British Columbia's 3,209 employees in 5 settlements received average wage gains of 1.0 per cent. The seven agreements in the Federal Jurisdiction provided wage adjustments averaging 0.7 per cent for 19,100 employees.

March 96

•Wage adjustments from collective bargaining settlements ratified during the month of **March** averaged **0.3 per cent**, a decrease from 0.7 per cent in February, and 0.9 per cent in January.

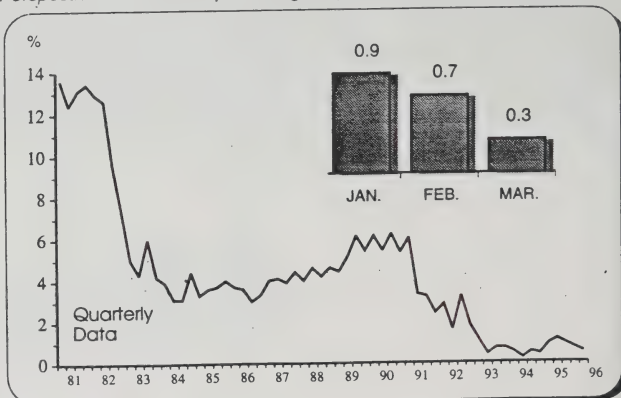
•The March results are based on 26 settlements covering 86,162 employees. When the parties to these contracts last negotiated - with an average contract duration of 24.2 months - the resulting wage adjustments averaged 1.2 per cent compared to the 0.3 per cent in their March settlements.

•For 78,347 **public sector** employees in 16 settlements (91 per cent of the March total), wage adjustments averaged **0.1 per cent**, down from 0.4 per cent in February, and 0.5 per cent in January. The Ontario public sector accounted for 65,440 employees (7 settlements with an average adjustment of 0.0 per cent), and the Prairie provinces for 11,702 employees (8 settlements with an average adjustment of 0.8 per cent). In addition, a settlement covering 1,205 technicians in the Quebec health sector provided for an annual average increase of 0.7 per cent.

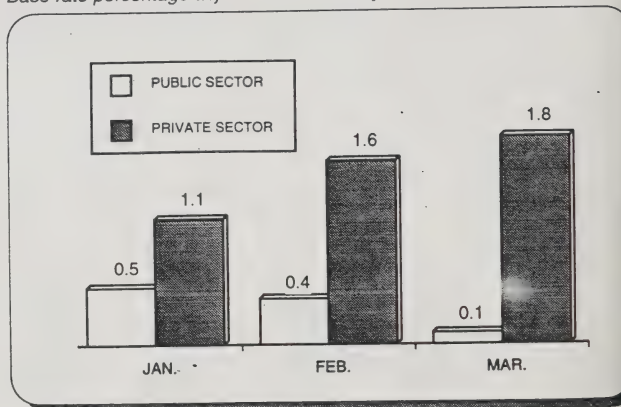
•In the **private sector**, 8 settlements provided 7,815 employees with annual average wage adjustments of **1.8 per cent**; the February and January averages were 1.6 per cent and 1.1 per cent, respectively. The adjustments provided for in the March settlements ranged from wage freezes for 500 carpenters with the Ottawa Construction Association, 500 truckers with TNT Overland Express in Ontario and 500 Alberta Wheat Pool employees, to a high of 2.4 per cent (average annual increase) in 2 consecutive settlements of 45 months' total duration, covering 1,718 retail employees with Real Canadian Superstores in Saskatchewan.

•On a jurisdictional basis, the largest proportion of employees covered in March settlements was in Ontario (75.6 per cent of total employees with an average adjustment of 0.0 per cent), followed by the Prairie provinces (18.8 per cent of employees, with an average adjustment of 1.2 per cent), Quebec (3.5 per cent of employees, with an average adjustment of 1.5 per cent) and the Federal jurisdiction (1.2 per cent of employees, with an average adjustment of 0.0 per cent). There were no settlements in British Columbia and Atlantic Canada.

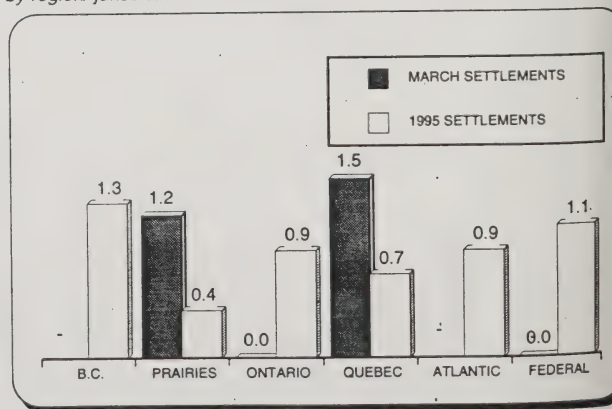
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,

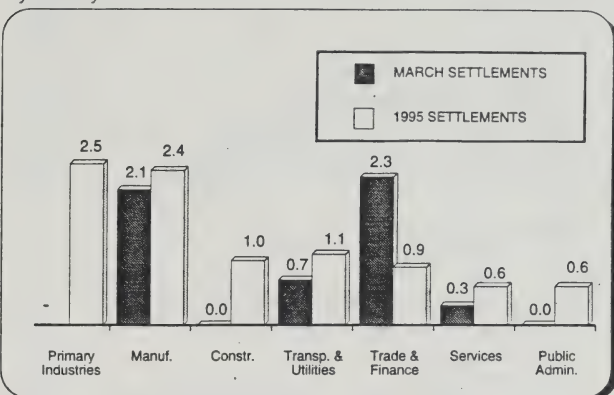


Base rate percentage adjustments from major settlements, by region/ jurisdiction

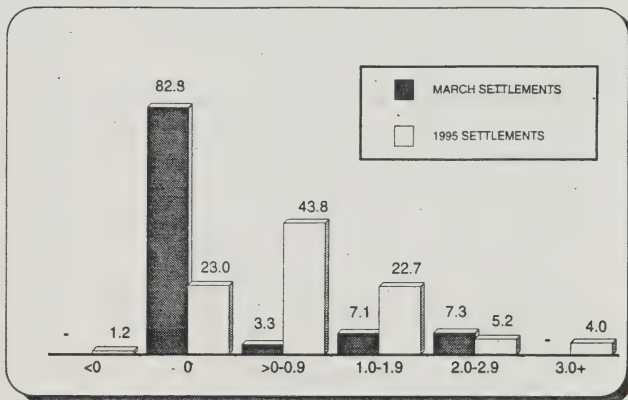


•On an industry basis, the largest concentration of employees (53,064 or 61.6 per cent of all employees) in March's settlements was in Public Administration (all in Ontario) with wage adjustments averaging 0.0 per cent. In Construction a single agreement covering 500 carpenters in Ottawa also provided for a wage freeze. The largest industry increase of 2.3 per cent was in the Trade sector with 4 agreements covering 4,520 employees. In the Manufacturing sector, wage adjustments averaged 2.1 per cent (3 agreements covering 1,795 employees); in Transportation, Communication and Utilities, 0.7 per cent (4 agreements covering 2,664 employees); and in Community, Business and Personal Services 0.3 per cent (9 agreements covering 23,619 employees). There were no settlements in the Primary Industries.

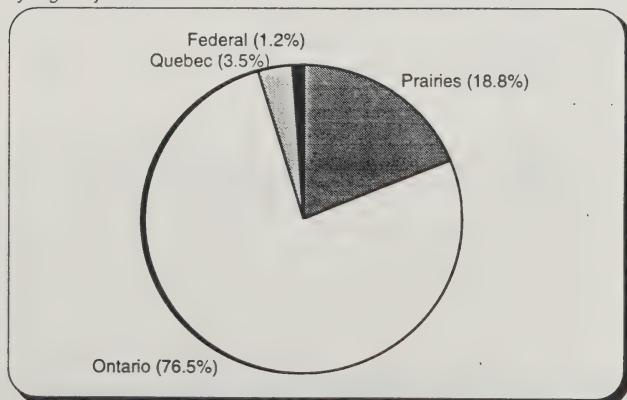
Base rate percentage adjustments in March settlements, by industry



Percentage distribution of employees in March settlements, by size of base rate adjustments



Percentage distribution of employees in March settlements, by region/ jurisdiction



•The distribution of settlements and employees by region/jurisdiction for the month of March is as follows:

	<u>Agts.</u>	<u>Empls.</u>
Quebec	4	3,000
Ontario	8	65,940
Prairie Provinces	12	16,222
Federal Jurisdiction	2	1 000

MAJOR SETTLEMENTS REACHED IN MARCH

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (3 agreements)	1,795	2.1	2.1	24.3	.
Brooks C.S.Canada inc., production, Magog (Que.)	600	2.2	2.2	12.0	97-02-15
Dominion Textile inc., production, Magog (Que.)	545	2.0	2.0	24.0	98-02-14
Emballage Consumers Inc., plant empls., Montreal (Que.)	650	2.0*	2.0	36.0	99-02-28
Construction (1 agreement)	500	0.0	0.0	12.0	.
Ottawa Construction Assn., carpenters (Ont.)	500	0.0	0.0	12.0	97-04-30
Transp., Comm. & Utilities (4 agreements)	2,664	0.7	0.0	34.9	.
SaskEnergy, utility and technical empls., (Sask.)	650	1.0	0.0	36.0	98-01-31
TransAlta Utilities, office empls., (Alta.)	1,014	1.3	0.0	36.0	98-12-31
Alberta Wheat Pool	500	0.0	0.0	36.0	98-12-31
TNT Overland Express, truck drivers, (Ont)	500	0.0	0.0	30.0	98-03-23
Trade and Finance (4 agreements)	4,520	2.3	2.1	27.5	.
OK Economy** (Div. of Westfair), retail empls. (Sask.)	542	1.9	1.9	36.0	98-05-21
OK Economy** (Div. of Westfair), retail empls. (Sask.)	542	2.3	1.8	19.0	99-12-31
Real Canadian Superstores**, retail empls. (Sask.)	1,718	2.2	2.2	36.0	98-05-21
Real Canadian Superstores**, retail empls. (Sask.)	1,718	2.6	2.1	19.0	99-12-31
Community, Business & Personal Services (9 agreements)	23,619	0.3	0.3	38.2	.
Comité patronal négo. secteur santé, technical empls. (Que.)	1,205	0.7	0.0	36.0	98-06-30
Ottawa Brd Education, teachers-primary, (Ont.)	1,385	0.0	0.0	12.0	96-08-31
Gov't of Ontario, psychiatric attendants (Ont.)	10,991	0.0	0.0	60.0	98-12-31
Winnipeg Schl Div 1 (teachers-primary), (Man.)	2,500	0.0	0.0	12.0	95-12-31
Winnipeg School Division No. 1, support staff (Man.)	1,100	0.7	0.0	36.0	97-12-28
St Boniface General Hospital, non-medical (Man.)	1,500	0.0	0.0	36.0	98-03-31
Parkland Cty School Dist. 31, teachers, (Alta.)	518	2.6	2.6	12.0	96-08-31
Brd. School Trustees Dist. 7, teachers-elem., Edmonton (Alta.)	3,900	1.1	1.1	12.0	96-08-31
Edmonton RCSS Dist. 7, office & clerical empls., (Alta.)	520	0.7	0.7	12.0	96-08-31
Public Administration (5 agreements)	53,064	0.0	0.0	60.0	.
Gov't of Ontario, office, clerical, maintenance, technical, administrative and correctional services, (Ont.) (5agts.)	53,064	0.0	0.0	60.0	98-12-31
Agreements with COLA (1 agreement)	650	2.0	2.0	36.0	.
Agreements without COLA (25 agreements)	85,512	0.3	0.2	50.6	.
All agreements (26 agreements)	86,162	0.3	0.2	50.5	.

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

**Renewal agreements, limited to 36 months' duration in Saskatchewan, were negotiated for the periods May 21, 1995 to May 21, 1998 and May 22, 1998 to May 19, 2001. The average annual percentage increases associated with these settlements, relates to employees hired after May 20, 1995; employees hired prior to May 20, 1995 are subject to a wage freeze in these renewal agreements, with signing bonuses of \$475 on May 1, 1997 and May 22, 1998, 1999 and 2000.

WAGE INCREASES FROM MAJOR SETTLEMENTS

(effective average annual percentage adjustments in base rates)

	1995				1996			
	(year-over-year percentage change)				(year-over-year percentage change)			
	1993	1994	1995	1996	1993	1994	1995	1996
All Industries/Jurisdictions	1	2	3	4	1	2	3	4
Average Annual Adjustment	0.6	0.3	0.9	0.9	0.9	1.1	0.9	0.7
Non-COLA	0.4	0.2	0.8	0.8	0.8	1.0	0.8	0.7
COLA	2.2	1.3	1.4	1.0	2.4	2.3	2.3	2.5
First Year Adjustment	0.5	-0.1	0.4	0.5	0.6	0.5	0.2	0.5
Non-COLA	0.3	-0.2	0.4	0.6	0.5	0.4	0.2	0.3
COLA	1.9	0.6	1.0	0.3	2.4	2.4	2.8	2.5
Industries								
Primary Industries	1.0	1.1	2.5	-	2.0	2.1	3.5	0.0
Manufacturing	2.0	2.0	2.4	2.6	2.5	2.5	1.9	2.7
Construction	0.4	0.2	1.0	1.4	0.9	0.8	0.8	0.3
Transp. & Communication	0.8	1.0	1.1	0.8	1.4	1.3	0.7	0.6
Trade-Finance	0.2	0.1	0.9	0.5	0.9	1.4	0.0	2.1
Services	0.7	-0.1	0.6	0.0	0.7	0.5	0.7	0.4
Public Administration	0.2	0.1	0.6	1.4	0.5	0.2	0.6	0.0
Jurisdictions								
Newfoundland	0.1	0.0	0.8	0.9	0.0	-	-	1.0
Prince Edward Island	0.0	-4.1	1.7	-	1.7	-	-	1.4
Nova Scotia	5.1	-0.5	1.2	1.1	-	1.3	-	1.1
New Brunswick	2.8	1.0	0.9	-	0.5	1.0	-	-
Quebec	0.1	1.4	0.7	1.4	1.6	0.8	0.7	1.3
Ontario	1.2	0.3	0.9	1.0	1.3	0.7	0.6	0.2
Manitoba	0.9	1.6	0.4	1.4	0.1	0.4	1.4	0.1
Saskatchewan	1.2	1.0	1.9	2.3	1.6	1.0	1.0	1.6
Alberta	0.3	-1.6	-0.4	-2.2	0.0	0.1	0.4	0.9
British Columbia	2.3	1.6	1.3	1.7	1.6	0.9	1.2	1.0
Multi-Province	3.3	2.6	1.0	0.8	1.0	1.1	-	-
Federal Jurisdiction	0.2	0.4	1.1	0.7	1.4	1.1	1.0	0.7
Public Sector	0.5	0.0	0.6	0.6	0.6	0.4	0.7	0.2
Private Sector	0.9	1.2	1.4	1.6	1.5	1.2	1.6	1.4

OTHER INDICATORS

	1995				1996			
	(year-over-year percentage change)				(year-over-year percentage change)			
	1993	1994	1995	1996	1993	1994	1995	1996
Average Weekly Earnings	1	2	3	4	1	2	3	4
All Industries	1.3	1.3	1.0	1.1	0.7	0.9	1.2	0.2
Manufacturing	2.3	1.9	1.1	0.8	0.4	1.5	1.6	1.0
Consumer Price Index	1.8	0.2	2.1	1.6	2.7	2.4	2.0	1.6

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Quebec Cartier Mining	Steelworkers	2 129	April 96
•Toronto Transit Commission	ATU	7 600	April 96
•Hotel Employers Group (Toronto)	Hotel Émpls. & Rest. Empls.	1 800	April 96
•SaskTel	CEP	3 600	May 96
•Government of Saskatchewan	Sask. Teachers Fed.	12 000	April 96
•Government of B.C.	BCGSE	32 000	May 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•C.B.C. (French & English Divisions)	various unions	9 796	Conc./Med.	May & Sept. 93
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	Bargaining	March 96
•City of Montreal	CUPE	5 100	Post Med./WS	December 94
•Hydro Quebec	CUPE & Prof. Engineers	17 675	Bargaining	December 95
•Ontario Hospitals	CUPE/SEIU	33 800	Arb./ Barg.	Sept. 93/Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Liquor Control Board of Ontario	Employees Union	5 000	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Conciliation	May 96
•Government of Manitoba	MGEA	13 555	Bargaining	March 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
•Sask. Assn. of Health Org.	CUPE, SEIU & SUN	19 340	Bargaining	Dec. 94/Mar.96
•Prov. Health Auth. of Alberta	CUPE, UNA & Hlth Sciences	21 150	Barg/Med.	March 95
•Education Employers Assn.(B.C.)	B.C. Teacher's Fed.	41 300	Tent. Agt.	June 94-Dec. 95
•Health Employers Assn.of B.C.	various unions	51 700	Mediation	March 96
Private Sector				
•Air Canada	Air Canada Pilots Assn.	1 677	Bargaining	April 95
•Canadian Airlines International	CUPE / Machinists	8 873	Barg./Tent.	December 95
•Eastern Canada Pulp & Paper	various unions	22 550	Bargaining	Apr.-Oct. 96
•Canadian Lake Carriers Assn	SIU	600	Conciliation	May 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Bldg. Contractors Assn. of Que.	various unions	53 876	Mediation	December 94
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•Canada Safeway (B.C.)	Food Workers	6 800	Bargaining	March 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Loblaws Supermarkets	Food Workers	8 000	June 96

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized

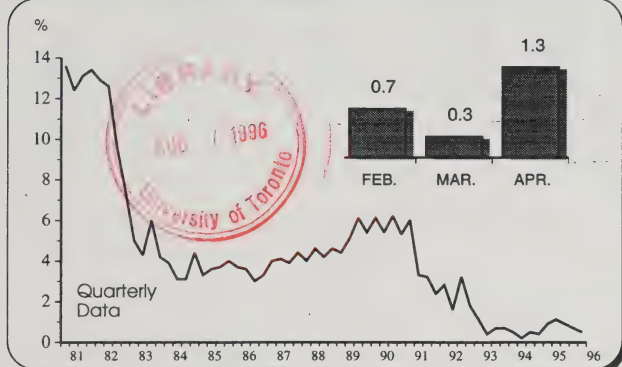
workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

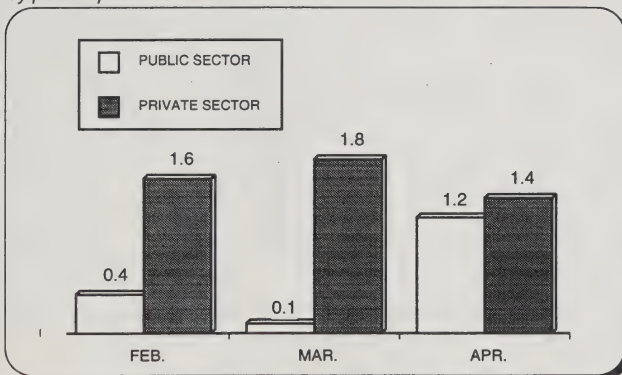
THE WAGE SETTLEMENTS BULLETIN

June 1996
Volume 7, Issue 6

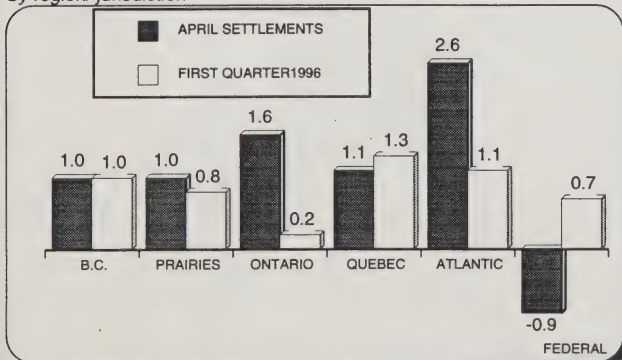
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin est également disponible en français.

April 1996

• Base rate wage adjustments from collective bargaining settlements ratified in **April** averaged **1.3% annually**, up from 0.3% in March and 0.7% in February.

• The April data are based on a review of 23 agreements covering 44,757 employees. When the parties to these contracts last negotiated - with an average contract duration of 33.4 months - the resulting wage adjustment averaged 0.6%, compared with the average adjustment of 1.3% in this round of negotiations.

• The 1.3% average in April results in some measure from the average annual increase of 1.8% over 3 years negotiated on behalf of 7,600 Toronto Transit Commission employees. (The agreement provides for an increase of 4.6% in the first year, restores the rollback under the previous agreement, and an increase of 1.0% in the third year.) Other major settlements reached during the month included 5,300 Stelco employees, with an average annual increase of 1.7% in a 6-year contract, and 12,000 elementary teachers in Saskatchewan, with an average annual increase of 1.0% over 2 years.

• **Public sector** wage adjustments in April averaged **1.2%**, based on 10 agreements covering 27,594 employees. This figure is higher than the 0.1% recorded in March and 0.4% in February. In addition to the Toronto Transit Commission agreement, settlements in this sector provided increases ranging from 0.7% for 1,420 Quebec health sector employees to 1.2% for 1,940 employees at 3 school boards in British Columbia.

• Wage adjustments for 17,163 employees in 13 **private sector** agreements reached in April averaged **1.4%** (13 agreements covering 17,163 employees), lower than the 1.8% recorded in March and 1.6% in February. In this sector, adjustments ranged from a wage cut of 6.6% in the first year of a 2-year agreement for 500 truckers employed by Transport Provost in Quebec, to an increase of 3.2% for 700 Corner Brook Pulp & Paper employees and 600 Abitibi-Price employees in Newfoundland.

• On a regional/jurisdictional basis, Ontario accounted for the largest proportion of employees in April's settlements (43.4% of all employees with an average adjustment of 1.6%). The Prairies followed (30.9% of employees) with an average adjustment of 1.0%; British Columbia (10.4% of employees with an average adjustment of 1.0%); Quebec (7.2% of employees with an average adjustment of 1.1%); Atlantic Canada (5.6% of employees with an average adjustment of

2.6%); and the federal jurisdiction (2.5% of employees with an average adjustment of -0.9%).

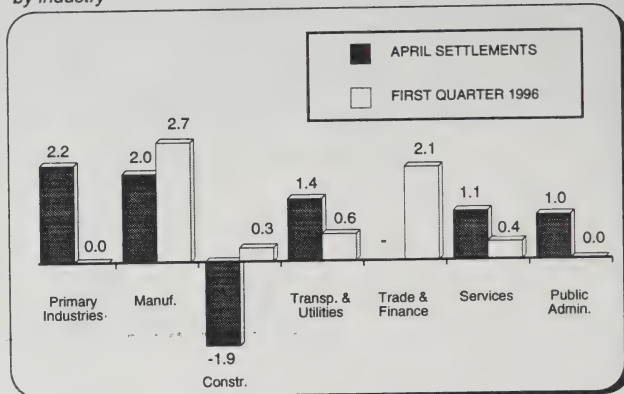
•On an industry basis, average wage adjustments in April were lowest in the Construction sector with a wage cut averaging 1.9 per cent annually over 3 years in a single agreement (2,000 masons with the Mason Contractors' Assn. in Ontario with a wage freeze the first year, an 11% cut in the second and a partial recapture of 6.3% in the third). The largest industry increase of 2.2 per cent resulted from 3 Primary Industries agreements (two of which were wood operations settlements in Newfoundland with wage increases averaging 3.2 per cent for 1,300 employees, and the third, a 1.4 per cent increase for 1,788 employees with Quebec-Cartier Mines). In the Manufacturing sector, wage adjustments averaged 2.0 per cent (5 agreements covering 8,330 employees); in Transportation, Communication and Utilities, 1.4 per cent (6 agreements covering 12,879 employees); and in Community, Business and Personal Services, 1.1 per cent (7 agreements covering 17,160 employees). In Public Administration, wage adjustments averaged 1.0 per cent in a single agreement covering 1,300 employees with the City of Saskatoon.

Wage rates were rolled back in 2 agreements covering 2,500 employees (5.6 per cent of all employees in the month's settlements). Four agreements involving 4,670 employees (10.4 per cent) provided for increases of less than 1.0 per cent. Nine settlements covering 30,562 employees (68.3 per cent) provided for increases of 1.0 per cent to 1.9 per cent. Six agreements covering 5,725 employees (12.8 per cent) provided for increases of 2.0 to 2.9 per cent while only 2 agreements involving 1,300 employees (2.9 per cent) resulted in increases of more than 3.0 per cent.

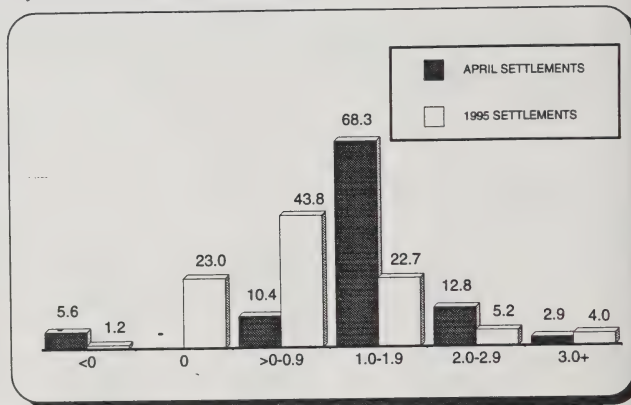
•The distribution of settlements and employees by region/jurisdiction for the month of April is as follows:

	<u>Agt.s.</u>	<u>Empls.</u>
Atlantic Canada	3	2,500
Quebec	3	3,208
Ontario	8	19,425
Prairie Provinces	3	13,850
British Columbia	4	4,640
Federal Jurisdiction	2	1,134

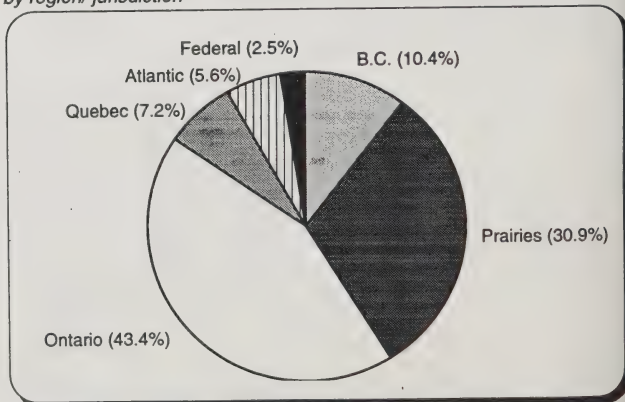
Base rate percentage adjustments in April settlements, by industry



Percentage distribution of employees in April settlements, by size of base rate adjustments



Percentage distribution of employees in April settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN APRIL

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Primary Industries (3 agreements)	3,088	2.2	2.3	41.8	
Abitibi-Price Inc., forestry, Grand Falls (Nfld.)	600	3.2	3.5	36	98-12-31
Corner Brook Pulp & Paper Limited, forestry (Nfld.)	700	3.2	3.5	36	98-12-31
Quebec Cartier Mining Co., miners (Que.)	1,788	1.4	1.4	60	01-12-28
Manufacturing (5 agreements)	8,330	2.0	1.6	39.2	
Connors Bros. Ltd, plant empls., Blacks Harbour (N.B.)	1,200	2.0	2.0	36	98-12-31
PPG Canada Inc. (Duplate Div.) plant empls., Oshawa (Ont.)	780	2.8*	2.9	36	99-03-31
Westinghouse Canada, plant empls., Hamilton (Ont.)	500	2.5*	2.2	36	99-04-22
Stelco Inc [HiltonWorks], production, Hamilton (Ont.)	5,300	1.9*	1.5	72	02-07-20
Bristol Aerospace Ltd, hourly-rated empls., Winnipeg (Man.)	550	0.7	0.0	36	99-03-31
Construction (1 agreement)	2,000	-1.9	0.0	36	
Masonry Contractors' Association of Toronto, masons (Ont.)	2,000	-1.9	0.0	36	98-04-30
Transp., Comm. & Utilities (6 agreements)	12,879	1.4	2.9	26.9	
Toronto Transit Commission, drivers, service & maint. (Ont.)	7,600	1.8	4.6	36	99-03-31
Consumers' Gas Co., plant empls., Toronto (Ont.)	645	2.0	2.0	12	97-04-01
Consumers' Gas Co (office), Toronto (Ont.)	800	2.0	2.0	12	97-04-01
B.C. Hydro & Power Authority, office & clerical (B.C.)	2,700	0.8	0.8	12	97-03-31
MTS NetCom Inc., supervisors (Man.)	634	1.0	1.5	18	97-10-11
Transport Provost Inc., drivers (Que.)	500	-3.4	-6.6	24	98-04-29
Community, Business & Personal Services (7 agreements)	17,160	1.1	0.3	27.2	
Comité patron. nego. secteur santé, dieticians (Que.)	500	0.7	0.0	36	98-06-30
Comité patron. nego. secteur santé, office (Que.)	920	0.7	0.0	36	98-06-30
Hotel Employers Group Toronto, hotel & rest. empls. (Ont.)	1,800	2.3	2.0	36	99-01-31
Govt. of Saskatchewan, teachers-primary (Sask.)	12,000	1.0	0.0	24	96-12-31
Board of School Trustees Dist.#24, office & maint. (B.C.)	600	1.2	1.2	36	98-06-30
Board of School Trustees Dist. #38, office & maint. (B.C.)	700	1.2	0.0	36	99-03-31
Board of School Trustees Dist. #23, office & maint. (B.C.)	640	1.2	1.2	24	97-06-30
Public Administration (1 agreement)	1,300	1.0	1.5	33	
City of Saskatoon, municipal employees (Sask.)	1,300	1.0	1.5	33	97-12-31
Agreements with COLA (3 agreements)	6,580	2.1	1.7	40.0	
Agreements without COLA (20 agreements)	38,177	1.2	1.4	29.3	
All agreements (23 agreements)	44,757	1.3	1.5	30.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustment in base rates)

	1993				1994				1995				1996				1996			
	1993				1994				1995				1996				1996			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
All Industries/Jurisdictions																				
Average Annual Adjustment	0.6	0.3	0.9		0.9	1.1	0.9	0.7	0.5				0.7	0.8	0.7		0.7	0.8	0.7	
Non-COLA	0.4	0.2	0.8		0.8	1.0	0.8	0.7	0.3				0.6	0.7	0.5		0.4	0.5	0.4	
COLA	2.2	1.3	1.4		1.0	2.4	2.4	2.3	2.5				2.4	2.3	2.3		2.6	2.0	2.1	
First Year Increase	0.5	-0.1	0.4		0.5	0.6	0.5	0.2	0.5				0.7	0.4	0.6		0.5	0.2	1.5	
Non-COLA	0.3	-0.2	0.4		0.6	0.5	0.4	0.2	0.3				0.5	0.1	0.5		0.2	0.2	1.4	
COLA	1.9	0.6	1.0		0.3	2.5	2.5	2.8	2.5				2.2	2.4	2.0		2.2	2.0	1.7	
Industries																				
Primary Industries	1.0	1.1	2.5		-	2.0	2.1	3.5	0.0				1.7	3.5	1.7		0.0	-	2.2	
Manufacturing	2.0	2.0	2.4		2.6	2.5	2.5	1.9	2.7				2.4	2.4	2.3		3.1	2.1	2.0	
Construction	0.4	0.2	1.0		1.4	0.9	0.8	0.8	0.3				-0.6	0.8	-0.5		1.1	0.0	-1.9	
Transp. & Communication	0.8	1.1	1.1		0.8	1.4	1.3	0.7	0.6				0.9	0.9	1.2		0.8	0.7	1.4	
Trade-Finance	0.2	0.1	0.9		0.5	0.9	1.4	0.0	2.1				2.1	1.0	2.3		-	2.3	-	
Services	0.7	-0.1	0.6		0.0	0.7	0.5	0.7	0.4				0.6	0.6	0.6		0.4	0.3	1.1	
Public Administration	0.2	0.1	0.6		1.4	0.5	0.2	0.6	0.0				0.1	0.5	0.0		0.6	0.0	1.0	
Jurisdictions																				
Newfoundland	0.1	0.0	0.8		0.9	0.0	-	-	1.0				1.6	-	1.9		0.0	-	3.2	
Prince Edward Island	0.0	-4.1	1.7		-	1.7	-	-	1.4				1.4	1.4	1.1		-	-	-	
Nova Scotia	5.1	-0.5	1.2		1.1	-	1.3	-	1.1				1.1	0.7	1.1		1.1	-	-	
New Brunswick	2.8	1.0	1.0		-	0.5	1.2	-	-				2.0	1.2	2.0		1.2	1.5	2.0	
Quebec	0.1	1.4	0.7		1.4	1.6	0.8	0.7	1.3				1.2	0.7	1.2		0.2	0.0	1.6	
Ontario	1.3	0.3	0.9		1.0	1.3	0.7	0.6	0.2				0.4	0.6	0.3		0.0	0.1	0.7	
Manitoba	0.9	1.6	0.4		1.4	0.1	0.4	1.4	0.1				1.2	1.0	1.2		0.8	0.9	1.0	
Saskatchewan	1.2	1.0	1.9		2.3	1.6	1.0	1.0	1.6				1.0	0.8	1.2		0.4	1.3	-	
Alberta	0.3	-1.6	-0.4		-1.2	0.0	0.1	0.4	0.9				0.9	0.7	1.0		0.9	-	1.0	
British Columbia	2.3	1.6	1.3		1.7	1.6	0.9	1.2	1.0				1.0	1.1	-		-	-	-	
Multi-Province	3.3	2.6	1.0		0.4	1.0	1.1	-	-				0.6	1.1	-		-	-	-	
Federal Jurisdiction	0.2	0.4	1.1		0.7	1.4	1.1	1.0	0.7				0.8	0.6	-0.5		-	0.0	-0.9	
Public Sector	0.5	0.0	0.6		0.6	0.6	0.4	0.7	0.2				0.4	0.6	0.4		0.4	0.1	1.2	
Private Sector	0.9	1.2	1.4		1.6	1.5	1.2	1.6	1.4				1.4	1.2	1.6		1.6	1.8	1.4	

OTHER INDICATORS (year-over-year percentage change)

	1993				1994				1995				1996				1996			
	1993				1994				1995				1996				1996			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Average Weekly Earnings																				
All Industries	1.3	1.3	1.0		1.1	0.7	0.9	1.2	0.9								1.2	1.3		
Manufacturing	2.3	1.9	1.1		0.8	0.4	1.5	1.6	1.4								1.8	1.5		
Consumer Price Index	1.8	0.2	2.1		1.6	2.7	2.4	2.0	1.6								1.3	1.4	1.4	

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•C.B.C. (English Div.)	various unions	7 464	May 96
•Govt. of New Brunswick	N.B. Teachers' Federation	8 000	May 96
•Ontario Hospitals	CUPE	21 800	June 96
•Govt. of Manitoba	MGEA	13 555	June 96
•Prov. Health Auth. of Alta.	CUPE	1 650	June 96
•Health Empls. Assn. of B.C.	various unions	51 700	June 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Radio-Canada	various unions	2 000	Barg./Conc.	April & Sept. 95
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	Bargaining	March 96
•City of Montreal	CUPE	5 100	Post Med.	December 94
•Hydro Quebec	CUPE & Prof. Engineers	17 675	Bargaining	December 95
•Ontario Hospitals	SEIU	12 000	Bargaining	Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Liquor Control Board of Ontario	Employees Union	5 000	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Arbitration	May 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
•Sask. Assn. of Health Org.	CUPE, SEIU & SUN	19 340	Bargaining	Dec. 94/Mar.96
•Prov. Health Auth. of Alberta	UNA & Hlth Sciences	19 500	Barg./Arb.	March 95-96
•Education Employers Assn.(B.C.)	B.C. Teacher's Fed.	41 300	Tent. Agt.	June 94-Dec. 95
Private Sector				
•Air Canada	Air Canada Pilots Assn.	1 677	Bargaining	April 95
•Canadian Airlines International	CUPE / Machinists	8 873	Bargaining	December 95
•Eastern Canada Pulp & Paper	various unions	22 550	Barg./Tent.	Apr.-Oct. 96
•Canadian Lake Carriers Assn	SIU	600	Tent. Agt.	May 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Quebec Telephone	CUPE	1 234	Bargaining	November 94
•Goodyear Canada	CEP	1 300	Bargaining	June 96
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg. & Barg. after WS	December 94
•Loblaws Supermarkets	Food Workers	8 000	Bargaining	June 96
•Stelco Inc. (Lake Erie Wks.)	Steelworkers	1 015	Bargaining	July 96
•Toronto area school boards	various unions	18 850	Bargaining	August 96
•Boeing Canada Technology Ltd.	CAW	1 550	Bargaining	July 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•Canada Safeway (B.C.)	Food Workers	6 800	Work Stoppage	March 96
•Alcan Smelters & Chemicals	CAW	1 550	Bargaining	July 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Chrysler Canada (Ont.)	CAW	9 890	September 96
•Ford Motor Co. (Ont.)	CAW	10 838	September 96
•General Motors (Ont.)	CAW	25 366	September 96

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the unionized

workforce and 20 per cent of non-agricultural paid employment.

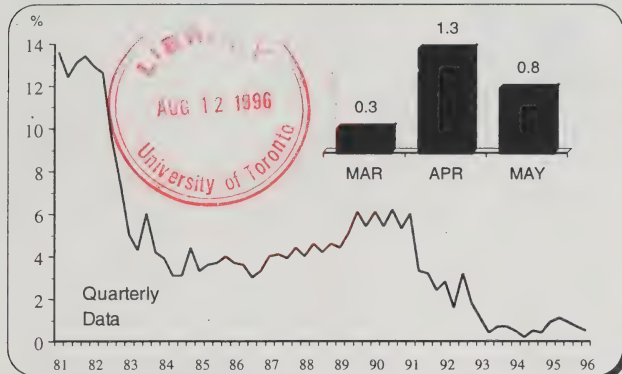
Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.



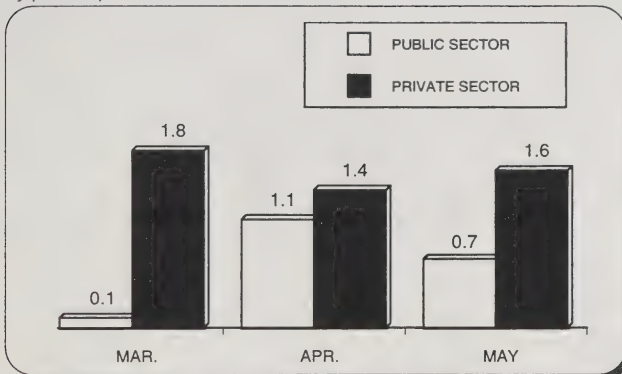
THE WAGE SETTLEMENTS BULLETIN

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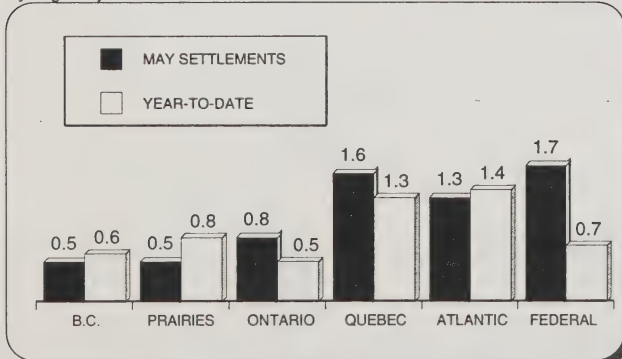
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

May 1996

•Base rate wage adjustments from major collective bargaining settlements reached in **May averaged 0.8 per cent**, marginally above the 0.7 per cent average for the year to date, and below the 0.9 per cent average for the year 1995.

•The results for May are based on a review of 35 agreements covering 101,310 employees. When the parties to these contracts last negotiated - with an average contract duration of approximately 23 months - the resulting wage adjustments averaged 1.0 per cent, compared to the 0.8 per cent in their current settlements.

•For 89,078 **public sector** employees in 20 agreements in May, wage adjustments averaged **0.7 per cent** annually, slightly above the public sector average of 0.5 per cent for the January-May period, and the 0.6 per cent average for 1995. Significant public sector settlements in May included: 33,825 B.C. Government employees at 0.5 per cent; 20,090 Ontario non-medical hospital employees at 1.0 per cent; the Government of New Brunswick's 8,000 teachers at 1.3 per cent; Saskatchewan Telecommunication's 3,600 employees at 0.8 per cent; B.C. Emergency Health Services Commission's 3,268 ambulance and para-medical employees at 0.7 per cent (a 4-year agreement); 5,100 hydro workers and home care employees in Manitoba and 4,342 Ontario teachers with wage freezes.

•Wage adjustments for 12,232 employees in 15 **private sector** agreements averaged **1.6 per cent**, slightly above the 1.4 per cent average for the year to date as well as for 1995. Private sector settlements in May included: an Iron Ore of Canada agreement for 1,500 Labrador city employees at 2.1 per cent; 1,300 Nova Scotia Construction Management Bureau Carpenters at 1.4 per cent and 700 plumbers at 1.1 per cent; Maritime Tel's 992 office employees at 1.8 per cent; Union Gas' (Ont.) 965 maintenance and service employees at 1.5 per cent; Loomis Courier's (B.C.) 832 drivers at 1.5 per cent; Burns Meats' (Man.) 800 employees at 1.9 per cent, and GenCorp Automotive's (Welland, Ont.) 750 plant employees in a 5-year contract with an average annual increase of 2.8 per cent.

•On a regional/jurisdictional basis, wage adjustments were below the national average of 0.8 per cent, in British Columbia (41,043 employees in 5 agreements), and in the Prairie provinces (15,425 employees in 10 agreements), with both jurisdictions averaging 0.5 per cent. Wage adjustments were above the national average in Atlantic Canada with 13,475 employees in 7 agreements at an average annual increase of 1.3 per cent; in the Federal jurisdiction with 1,824 employees in 2

agreements at 1.7 per cent; and in Quebec with 1,776 employees in 2 agreements at an average annual wage gain of 1.6 per cent. In Ontario with 27,767 employees in 9 agreements, the average adjustment of 0.8 per cent was equal to the national average.

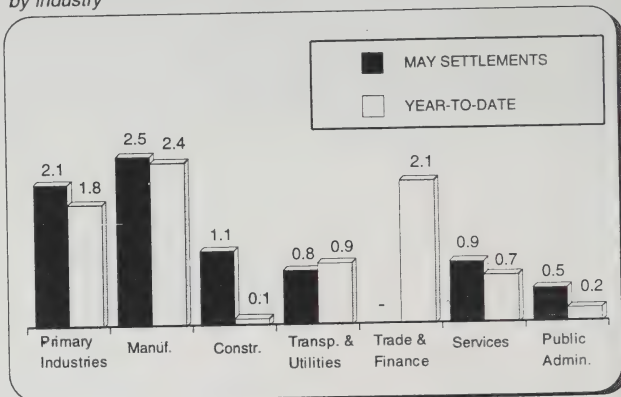
• On an industry basis, wage adjustments were lowest in Public Administration, at 0.5 per cent for 39,196 employees in 6 agreements (33,825 of these employees in British Columbia). For 16,120 employees in 10 agreements in the Transportation, Communication and other Utilities sector, wage adjustments averaged 0.8 per cent, the same as the all-industries average. In the Community, Business and Personal Services sector, 10 agreements provided wage adjustments averaging 0.9 per cent for 38,544 employees, and in Construction, wage increases averaged 1.1 per cent for 3,700 employees covered in 5 settlements. In Primary Industries, a single agreement (Iron Ore of Canada) provided an average annual increase of 2.1 per cent for the 1,500 employees, while in Manufacturing, wage increases averaged 2.5 per cent for 2,250 employees in 3 agreements.

• Wage rates were frozen in 11 agreements covering 13,924 employees (13.7 per cent of all employees in May's settlements). Nine agreements covering 47,989 employees (47.4 per cent of all employees) provided for increases under 1.0 per cent, and 12 agreements for 36,447 employees (36.0 per cent of all employees), for increases of 1.0 to 1.9 per cent. Three agreements covering 2,950 employees (2.9 per cent of all employees in May's settlements) provided for increases in the range of 2.0 to 3.0 per cent.

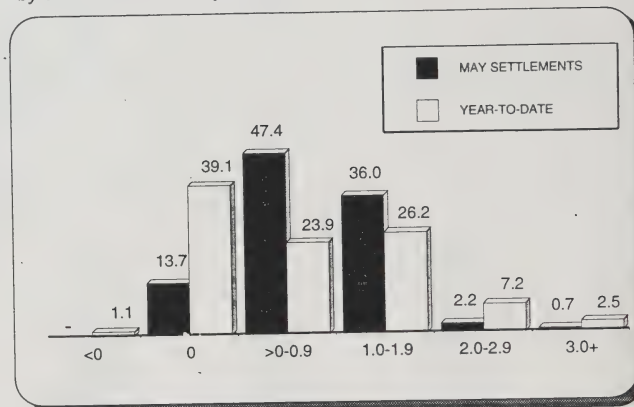
• The distribution of settlements and employees by region/ jurisdiction for the month of May is shown in the accompanying chart and in the table below:

	<u>Agt.s.</u>	<u>Empls.</u>
Atlantic Canada	7	13,475
Quebec	2	1,776
Ontario	9	27,767
Prairie Provinces	10	15,425
British Columbia	5	41,043
Federal Jurisdiction	2	1,824

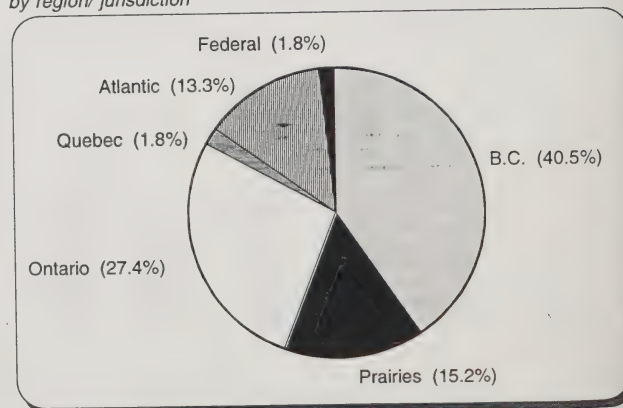
Base rate percentage adjustments in May settlements, by industry



Percentage distribution of employees in May settlements, by size of base rate adjustments



Percentage distribution of employees in May settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN MAY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Primary Industries (1 agreement)	1,500	2.1	1.4	36	
Iron Ore of Canada, production, Labrador City (Nfld.)	1,500	2.1*	1.4	36	99-02-28
Manufacturing (3 agreements)	2,250	2.5	2.9	44.0	
Domtar Inc., production, Windsor (Que.)	700	3.0	4.0	36	99-04-30
GenCorp Automotive Inc., plant, Welland (Ont.)	750	2.8*	3.1	60	01-12-31
Burns Meats (Div. of Burns Foods Ltd.) plant (Man.)	800	1.9	1.6	36	99-03-31
Construction (5 agreements)	3,700	1.1	1.1	36	
Const. Mgt. Bureau, carpenters, Mainland (N.S.)	1,300	1.4	1.2	36	98-04-30
Const. Mgt. Bureau, plumbers, Mainland (N.S.)	700	1.1	0.0	36	98-04-30
Moncton North East Constr.Assn.Inc., labourers (N.B.)	600	0.0	0.0	48	96-06-28
Moncton North East Constr.Assn.Inc., labourers (N.B.)	600	1.6	3.2	24	98-06-30
Electrical Power Syst. Constr. Assn., master tradesmen (Ont.)	500	0.8	1.1	36	98-04-30
Transp., Comm. & Utilities (10 agreements)	16,120	0.8	0.3	27.4	
Union Gas Ltd., service, maint. & utility empls. (Ont.)	965	1.5	1.5	24	97-12-31
Manitoba Hydro-Electric Board, service & maint. (Man.)	2,100	0.0	0.0	12	97-05-28
Sask Telecommunications, office (Sask.)	3,600	0.8	0.0	36	98-03-21
Cdn Western Natural Gas, plant, Calgary (Alta.)	600	1.7	1.6	24	97-12-31
Northwestern Utilities Ltd., plant, Edm. (Alta.)	793	1.7	1.6	24	97-12-31
City of Edmonton, transit empls., (Alta.)	1,352	0.0	0.0	12	97-01-04
B.C. Hydro & Power Auth. operating empls. (B.C.)	1,850	0.8	0.8	12	97-03-31
Emergency Health Services Commission, ambulances (B.C.)	3,268	0.7	0.0	48	00-12-31
Entourage Ontario (Ont.)	600	0.0	0.0	18	97-11-30
Maritime Telegraph & Telephone, office, (N.S.)	992	1.8*	0.0	24	97-10-29
Community, Business & Personal Services (10 agreements)	38,544	0.9	0.9	22.7	
Gov't of New Brunswick teachers (N.B.)	8,000	1.3	1.5	14	97-10-31
Waterloo Cty Brd Education, teachers-secondary (Ont.)	1,400	0.0	0.0	12	96-08-31
Waterloo Cty Brd Education, teachers-elem. (Ont.)	2,257	0.0	0.0	12	96-08-31
Lincoln Cty Brd Education, teachers-secondary (Ont.)	685	0.0	0.0	36	97-08-31
St. Joseph's Hospital et. al., non-medical (Ont.)	20,090	1.0	1.0	24	95-09-28
University of Regina, Faculty Assn., (Sask.)	600	0.0	0.0	36	96-06-30
Calgary Regional Health Authority, non-medical (Alta.)	810	0.0	0.0	36	98-03-31
Edmonton RCSS Dist.# 7, teachers (Alta.)	1,770	0.7	0.5	24	97-08-31
Brd School Trustees Dist. 36, support staff (B.C.)	2,100	0.7	0.0	48	98-12-31
Loomis Courier Service Ltd., drivers (B.C.)	832	1.5	1.2	24	97-12-31
Public Administration (6 agreements)	39,196	0.5	0.0	24.6	
Gov't of New Brunswick, inst. service & care (N.B.)	775	1.1	0.0	48	99-12-15
Gov't of Quebec, engineers (Que.)	1,076	0.7	0.0	36	98-06-30
Niagara Regional Police Services Board, officers (Ont.)	520	0.0	0.0	12	95-12-31
Government of Manitoba, home care (Man.)	3,000	0.0	0.0	24	98-03-28
Gov't of B.C., scientific (B.C.)	1,825	0.5	0.0	24	98-04-04
Gov't of B.C., master agt.(wages), all categories (B.C.)	32,000	0.5	0.0	24	98-04-04
Agreements with COLA (3 agreements)	3,242	2.2	1.4	37.9	
Agreements without COLA (32 agreements)	98,068	0.7	0.5	25.0	
All agreements (35 agreements)	101,310	0.8	0.5	25.4	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustments in base rates)

	1995				1996		1996		1996		1996	
	Year to				Date		Year to		Date		Year to	
	1	2	3	4	1	2	1	2	1	2	1	2
All Industries/Jurisdictions												
Average Annual Adjustment	0.6	0.3	0.9	0.9	0.9	1.1	0.9	0.7	0.7	0.8	0.7	0.8
Non-COLA	0.4	0.2	0.8	0.8	0.8	1.0	0.8	0.6	0.7	0.6	0.6	0.7
COLA	2.2	1.3	1.4	1.0	2.4	0.4	2.3	2.5	2.2	2.5	2.1	2.2
First Year Increase	0.5	-0.1	0.4	0.5	0.6	0.5	0.2	0.5	0.2	0.7	0.6	0.5
Non-COLA	0.3	-0.2	0.4	0.6	0.5	0.4	0.2	0.3	0.1	0.4	0.5	0.5
COLA	1.9	0.6	1.0	0.3	2.5	2.6	2.8	2.7	2.4	2.7	1.6	1.4
Industries												
Primary Industries	1.0	1.1	2.5	-	2.0	2.1	3.5	0.0	3.5	0.0	2.1	2.1
Manufacturing	2.0	2.0	2.4	2.6	2.5	2.4	1.9	2.7	2.3	2.4	2.1	2.5
Construction	0.4	0.2	1.0	1.4	0.9	0.8	0.8	0.3	1.2	0.3	0.0	1.1
Transp. & Communication	0.8	1.1	1.1	0.8	1.4	1.3	0.7	0.6	0.5	0.7	1.0	0.8
Trade-Finance	0.2	0.1	0.9	0.5	0.9	1.4	0.0	2.1	1.0	0.3	2.3	-
Services	0.7	-0.1	0.6	0.0	0.7	0.5	0.7	0.4	0.7	0.4	0.8	0.9
Public Administration	0.2	0.1	0.6	1.4	0.5	0.2	0.6	0.0	0.5	0.6	0.2	0.5
Jurisdictions												
Newfoundland	0.1	0.0	0.8	0.9	0.0	-	-	1.0	-	1.0	2.6	2.1
Prince Edward Island	0.0	-4.1	1.7	-	1.7	-	-	1.4	0.7	1.4	1.3	-
Nova Scotia	5.1	-0.5	1.2	1.1	-	1.3	-	1.0	1.2	1.0	1.3	-
New Brunswick	2.8	1.0	1.0	-	0.5	1.2	-	1.3	-	-	1.3	1.2
Quebec	0.1	1.4	0.7	1.4	1.6	0.8	0.7	1.3	0.7	1.2	1.4	1.6
Ontario	1.3	0.3	0.9	1.0	1.3	0.8	0.6	0.2	0.6	0.6	0.5	0.8
Manitoba	0.9	1.6	0.4	1.3	0.1	0.4	0.8	0.1	0.2	0.0	0.2	0.3
Saskatchewan	1.2	1.0	1.9	2.3	1.6	1.0	1.0	1.6	1.0	0.7	1.2	0.7
Alberta	0.3	-1.6	-0.4	-1.2	0.0	0.1	0.4	0.9	0.8	0.2	1.0	0.7
British Columbia	2.3	1.6	1.3	1.7	1.6	0.9	1.2	1.0	1.3	1.0	0.6	-
Multi-Province	3.3	2.6	1.0	0.7	1.0	1.1	-	-	0.0	-	0.6	0.5
Federal Jurisdiction	0.2	0.4	1.1	0.7	1.4	1.1	1.0	0.7	0.6	0.8	0.5	-
Public Sector	0.5	0.0	0.6	0.6	0.6	0.4	0.6	0.2	0.6	0.4	0.5	1.7
Private Sector	0.9	1.2	1.4	1.6	1.5	1.2	1.6	1.4	1.8	1.3	1.6	1.6

OTHER INDICATORS (year-over-year percentage change)

	1995				1996		1996		1996		1996	
	Year to				Date		Year to		Date		Year to	
	1	2	3	4	1	2	1	2	1	2	1	2
Average Weekly Earnings												
All Industries	1.3	1.3	1.0	1.1	0.7	0.9	1.2	0.9	-	-	-	-
Manufacturing	2.3	1.9	1.1	0.8	0.4	1.5	1.6	1.4	-	-	-	-
Consumer Price Index	1.8	0.2	2.1	1.6	2.7	2.4	2.0	1.6	2.3	1.5	1.4	1.5

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Stone Consolidated & Eastern Canada Newsprint Group	CEP	4 000	June & July 96
•LCBO	Employees Union	5 000	June 96
•Education Employers Assn.	B.C. Teachers Fed.	42 000	June 96
•Canadian Airlines Int'l	Machinists	5 844	June 96
•Canada Safeway (B.C.)	Food Workers	6 800	July 96
•Cdn. Lake Carriers Assn.	SIU	600	June 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Radio-Canada	various unions	2 600	Barg./Conc.	April & Sept. 95
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	Bargaining	March 96
•City of Montreal	CUPE	5 100	Post Med.	December 94
•Hydro Quebec	CUPE & Prof. Engineers	17 675	Bargaining	December 95
•Ontario Hospitals	SEIU	12 000	Bargaining	Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Med./Arb.	May 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
•Sask. Assn. of Health Org.	CUPE, SEIU & SUN	19 340	Bargaining	Dec. 94/Mar.96
•Prov. Health Auth. of Alberta	UNA & Hlth Sciences	19 500	Barg./Arb.	March 95-96
Private Sector				
•Air Canada	Air Canada Pilots Assn.	1 677	Conciliation	April 95
•Canadian Airlines International	CUPE	3 029	Bargaining	December 95
•Eastern Canada Pulp & Paper	various unions	18 550	Barg./Tent.	Apr.-Oct. 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Quebec Telephone	CUPE	1 234	Tent. Agt.	November 94
•Goodyear Canada (Valleyfield)	CEP	1 300	Bargaining	June 96
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg. & Tent. Agt.	December 94
•Loblaws Supermarkets (Ont.)	Food Workers	8 000	Bargaining	June 96
•Stelco Inc. (Lake Erie Wks.)	Steelworkers	1 015	Bargaining	July 96
•Toronto area school boards	various unions	18 850	Bargaining	August 96
•Boeing Canada (Winnipeg)	CAW	1 550	Bargaining	July 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•Alcan Smelters & Chemicals (B.C.)	CAW	1 550	Bargaining	July 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Chrysler Canada (Ont.)	CAW	9 890	September 96
•Ford Motor Co. (Ont.)	CAW	10 838	September 96
•General Motors (Ont. &Que.))	CAW	25 366	September 96
•INCO (Man.)	Steelworkers	1 400	September 96
•Canada Post	PSAC	5 000	September 96
•Air Canada	CAW	3 400	September 96

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

Erratum:

In the June 1996 issue of the *Wage Settlements Bulletin*, it was incorrectly reported that 7,600 employees at the Toronto Transit Commission (TTC) received an average annual increase of 1.8 per cent over 3 years, with an increase of 4.6 per cent in the first year and 1 per cent in the third year. **The correct average annual increase is 0.332 per cent over 3 years, with no increase in the first and second years and a 1.0 per cent increase in the third year.**

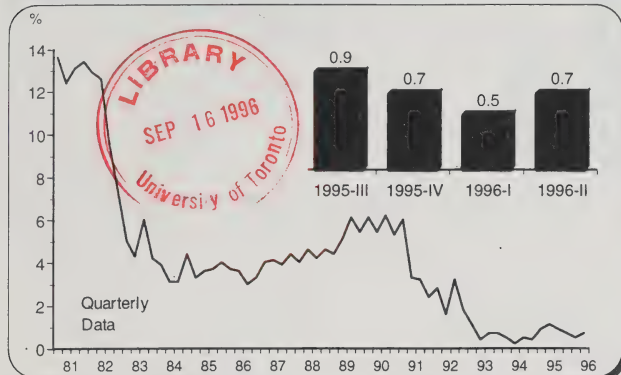
At the time of the TTC's settlement, it was not known by the Workplace Information Directorate that a 4.4 per cent wage cut applied to the period July 1, 1993 - January 31, 1996, and was restored before the expiry of the previous contract. The W.I.D. inadvertently applied the restoration of the wage rollback to the current contract.

The release date for June and 2nd quarter data in the Wage Settlements Bulletin is August 20, 1996 at 10:00AM.

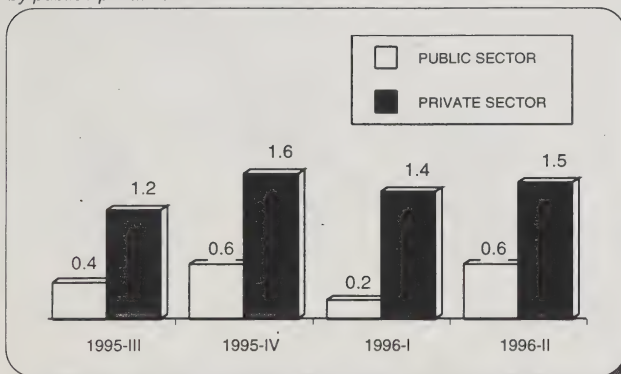
THE WAGE SETTLEMENTS BULLETIN

August 1996
Volume 7, Issue 8

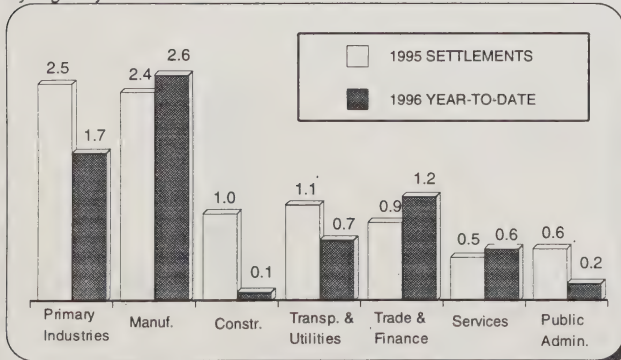
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

FIRST HALF 1996

- Base rate wage adjustments from major collective bargaining settlements ratified in the **first half of 1996** averaged **0.6 per cent** annually over the contract term, a decrease from the 1995 average of 0.9 per cent.

- The first-half 1996 results are based on a review of the 190 settlements reached in the period and covering 474,019 employees. When the parties to these contracts previously negotiated - with contract durations averaging approximately 26 months - the resulting wage adjustments averaged 1.1 per cent, nearly twice the 0.6 per cent in their first-half 1996 settlements.

- Contract-duration continued to lengthen, to an average of 33.4 months for settlements reached in the first half of 1996, compared to 33.0 months in 1995, 28.6 in 1994 and 18.2 months in 1991.

- The proportion of employees subject to wage freezes and rollbacks in the first-half 1996 settlements (35 per cent) was greater than for the year 1995 (25 per cent).

- The decline in the size of wage adjustments between 1995 (0.9 per cent) and the first half of 1996 (0.6 per cent), was due to a modest decrease in public sector wage adjustments from 0.6 to 0.5 per cent, and to an increase in the public sector proportion of employees - from 68.5 per cent in 1995 to 81.5 per cent in the first half of 1996. Private sector wage adjustments averaged 1.4 per cent in both 1995 and the first half of 1996.

- The **public sector** average wage adjustment of **0.5 per cent in the first half of 1996** resulted from 116 settlements covering 386,198 employees. Of these, 158,562 (or 41%) were in British Columbia, and 64,919 (17%) in the Prairie provinces, both with wage adjustments averaging 0.5 per cent. Another 126,289 public sector employees (33% of public sector employees in the first half 1996 settlements) were in Ontario, with wage adjustments averaging 0.3 per cent.

- In the **private sector**, 87,821 employees were covered in the 74 settlements reached in the first half of 1996, with wage adjustments averaging **1.4 per cent**. In the Federal jurisdiction, 28,095 employees (32% of private sector employees) received wage adjustments averaging 0.6 per cent; in Ontario, 21,136 employees (24% of employees) received adjustments averaging 1.8 per cent; in Quebec, 16,707 employees (19%) averaged increases of 2.2 per cent; in Atlantic Canada, 11,850 private sector employees (13.5%) gained adjustments averaging 1.6 per cent, and in the Prairie provinces, 8,098 private sector employees (9.2%) received adjustments averaging 1.8 per cent.

• Changes in the level of wage adjustments between 1995 and 1996 were mixed among the major industry groups, with the most significant declines into 1996, occurring in Construction, Public Administration and the Transportation, Communications and Utilities sector. (See chart on page 1)

JUNE 1996

• Wage adjustments from major collective bargaining settlements reached in **June** averaged 0.5 per cent, a decrease from 0.8 per cent in May and 1.3 per cent in April.

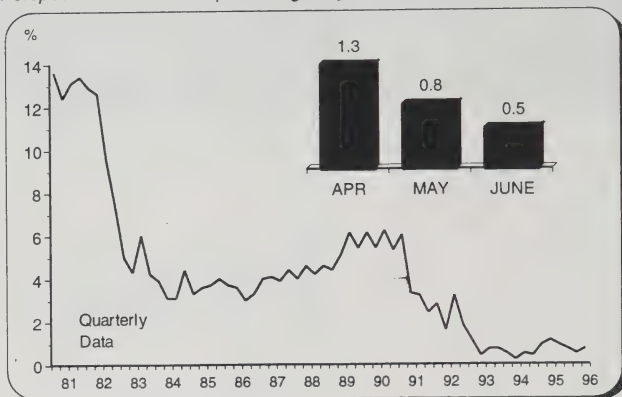
• The June results are based on an above-average 48 settlements covering 159,988 employees. When the parties to these contracts previously negotiated - with an average contract duration of 30 months - the resulting wage adjustments averaged 1.7 per cent, significantly higher than the 0.5 per cent in their June 1996 settlements.

• The vast majority of employees were in the **public sector**; 145,106 employees in 31 public sector settlements (91% of all employees in all June settlements) received wage adjustments averaging **0.4 per cent**. The public sector average in May was 0.6 per cent and in April, 1.1 per cent. The June average largely reflects the impact of 5 settlements covering 109,670 public sector employees in British Columbia, with wage increases of 0.5 per cent. For 13,142 public sector employees in Manitoba, and 10,275 in Ontario, wage rates have been frozen in their June contracts.

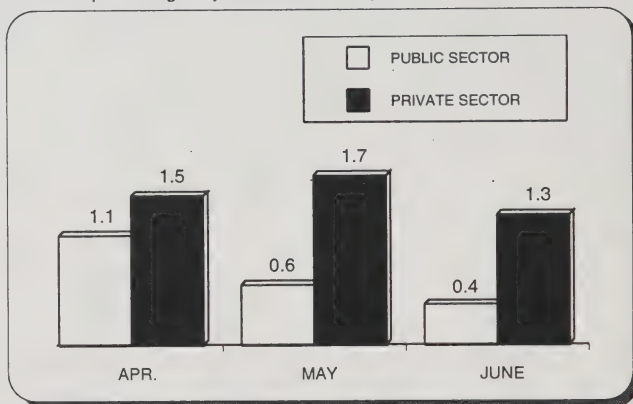
• Wage adjustments for 14,882 **private sector** employees covered by 17 June settlements, averaged **1.3 per cent**, down from 1.7 per cent in May and 1.5 per cent in April. Significant private sector settlements reached in June included, 5,171 Canadian Airlines employees with a wage freeze in 40-month contracts; 1,250 construction employees in New Brunswick with wage freezes in 4-year contracts; 665 Fording Coal employees in B.C., 540 J.M. Asbestos employees and 900 Transport Cabbano drivers in Quebec, all with average annual increases of 1.4 per cent in 5-year contracts; and 2,444 forest products employees in Quebec with a wage increase of 3.7 per cent.

• On a regional/jurisdictional basis, wage adjustments were equal to the national average of 0.5 per cent in British Columbia with 110,975 employees in 7 agreements, and in Atlantic Canada with 2,050 employees in 3 agreements. Wage adjustments were below the national average in the Prairie provinces, with 16,067 employees in 12 settlements with wage adjustments averaging 0.0 per cent; in Ontario with 10,867 employees in 10 settlements averaging 0.2 per cent, and in the Federal jurisdiction with 14,255 employees in 7 settlements receiving wage adjustments averaging 0.4 per cent. In Quebec, 5,144 employees in 8 agreements gained wage increases averaging 2.8 per cent.

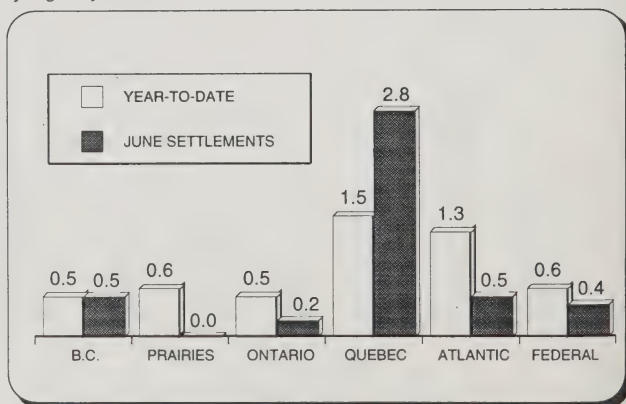
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements,

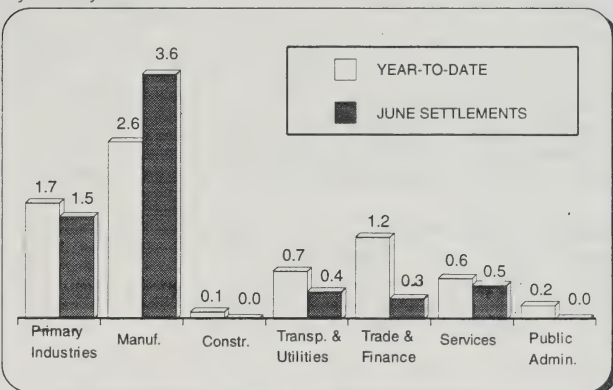


Base rate percentage adjustments from major settlements, by region/ jurisdiction



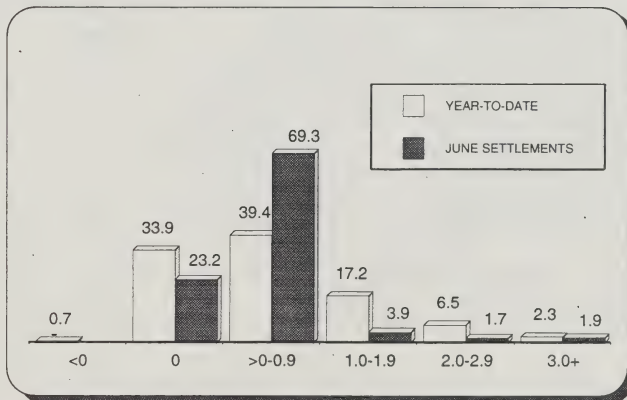
*Base rate percentage adjustments in June settlements,
by industry*

• Wage adjustments averaged 0.0 per cent in 10 settlements covering 14,039 employees in Public Administration and 2 settlements for 1,250 employees in Construction. For 5,230 employees in 2 agreements in the Trade sector, wage adjustments averaged 0.3 per cent, and for 14,895 employees in 8 agreements in Transportation and Communications, 0.4 per cent. The vast majority of employees - 119,733 in 18 agreements - were in the Community, Business and Personnel Services sector with an average increase of 0.5 per cent, (the same as the all-industries average). In Primary Industries, wage adjustments averaged 1.5 per cent for 1,805 employees in 3 agreements, and in the Manufacturing sector, wage increases averaged 3.6 per cent for 3,036 employees in 5 agreements.



*Percentage distribution of employees in June settlements,
by size of base rate adjustments*

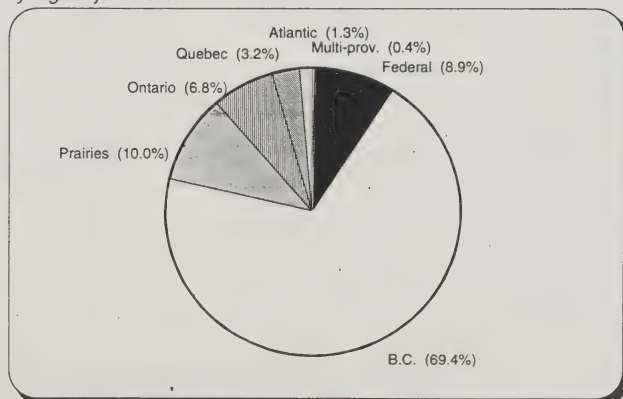
• The largest concentration of employees in June's settlements - 110,870 or 69.3 per cent of all employees - gained wage increases in the 0.0 - 0.9 per cent range (mostly the 109,760 B.C. public sector employees at 0.5 per cent). Wage rates were frozen for 37,066 employees - 23.2 per cent of all employees in the month's settlements. For 12,052 employees - 7.5 per cent of all employees in June settlements, wage increases were in the range of 1.0 to 3.7 per cent.



• The distribution of settlements and employees by region/jurisdiction for the month of June is as follows:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic Canada	3	2,050
Quebec	8	5,144
Ontario	10	10,837
Prairie Provinces	12	16,067
British Columbia	7	110,975
Federal Jurisdiction	7	14,255
Multi-provincial	1	630

*Percentage distribution of employees in June settlements,
by region/ jurisdiction*



MAJOR SETTLEMENTS REACHED IN JUNE

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Primary Industries (3 agreements)	1,805	1.5	0.7	48.0	.
Mineraux Noranda Inc. (Horne div.), Rouyn (Que.)	600	1.7*	1.2	24	1998-03-01
J.M. Asbestos Inc., mining empls., Asbestos (Que.)	540	1.4	1.0	60	2001-01-31
Fording Coal Limited, mining empls., (B.C.)	665	1.4*	0.0	60	2001-04-30
Manufacturing (5 agreements)	3,036	3.6	3.7	26.3	.
Stone-Consolidated, (hourly), Grand-Mere (Que.)	500	3.7	3.8	24	1998-04-30
Stone-Consolidated, (hourly), Shawinigan(Que.)	542	3.7	3.8	24	1998-04-30
Stone-Consolidated, (hourly), Trois-Rivieres (Que.)	602	3.7	3.8	24	1998-04-30
Corporation QUNO, (hourly), Baie-Comeau (Que.)	800	3.7	3.8	24	1998-04-30
Kimberly-Clark Forest Products Inc., (hourly) (Ont.)	592	3.2	3.5	36	1999-04-30
Construction (2 agreements)	1,250	0.0	0.0	48.0	.
St John Construction Assn., carpenters (N.B.)	650	0.0	0.0	48	1996-06-30
Moncton Northeast Constr. Assn., carpenters (N.B.)	600	0.0	0.0	48	1996-06-30
Transp., Comm. & Utilities (8 agreements)	14,895	0.4	0.3	37.4	.
B.C. Rail Ltd., maint. of way, prov-wide (B.C.)	640	0.0	0.0	24	1997-12-31
Transport Cabano-Kingsway, drivers, prov-wide (Que.)	900	1.4*	0.0	60	2000-12-31
Cdn Lake Carriers Assn., unlicensed (Great Lakes Region)	600	2.9*	2.9	60	2001-05-31
Canadian Airlines International Ltd., maint. empls.(Federal jur.)	4,504	0.0	0.0	40	1999-04-30
Canadian Airlines International Ltd., office (Federal jur.)	667	0.0	0.0	40	1999-04-30
Canadian Broadcasting Corp., production (Federal jur.)	3,472	0.0	0.0	28	1998-09-21
Canadian Broadcasting Corp., office & clerical, (Federal jur.)	1,391	0.0	0.0	59	1998-03-31
Canadian Broadcasting Corp., general trades (Federal jur.)	2,721	1.0	1.0	24	1998-06-01
Trade and Finance (2 agreements)	5,230	0.3	0.3	25.4	.
Liquor Control & Licence Brd., all empls. (Ont.)	4,600	0.0	0.0	24	1998-03-31
Finning Ltd., trades & warehouse (B.C.)	630	2.3	2.5	36	1999-04-30
Community, Business & Personal Services (18 agreements)	119,733	0.5	0.1	32.2	.
General Hospital, health non-med empls., (P.E.I.)	800	1.3	2.5	34	1998-03-31
Casino de Montréal (cashiers, maint.) (Que.)	710	2.0	2.0	24	1998-05-31
Restaurants Marie-Antoinette, service empls., (Que.)	850	2.4	3.8	19	1997-09-30
Hastings Cty Brd. of Educ., teachers-elementary, (Ont.)	680	0.0	0.0	12	1997-08-31
Kent Cty Brd. of Educ., teachers-elementary (Ont.)	542	0.0	0.0	12	1996-08-31
Carleton Brd. of Educ. (Custodial/M (Ont.)	568	0.0	0.0	24	1998-03-31
Halton RCSSB, teachers-elementary (Ont.)	825	0.0	0.0	24	1998-08-31
Peterborough-Victoria RCSSB, teachers-elementary(Ont.)	640	0.0	0.0	24	1997-08-31
Sudbury Brd. of Educ., teachers-secondary (Ont.)	700	0.0	0.0	24	1998-08-31
Government of Manitoba, health sector empls., (Man.)	1,413	0.0	0.0	12	1997-03-28
Battle River Regional Division No. 31, teachers (Alta.)	500	0.3	0.0	24	1997-08-31
Calgary Reg. Health Authority, health sector empls. (Alta.)	950	0.0	0.0	36	1998-03-31
Northern Alberta Institute of Technology, lecturers/librarians(Alta.)	775	0.0	0.0	12	1997-06-30
Southern Alberta Institute of Technology, office & maint. (Alta.)	700	0.6	1.1	24	1998-06-30
Health Employers Association of B.C., nurses (B.C.)	17,850	0.5	0.0	24	1998-03-31
Health Employers Association of B.C., service & tech. (B.C.)	41,100	0.5	0.0	24	1998-03-31
Health Employers Association of B.C., paramedical (B.C.)	8,130	0.5	0.0	24	1998-03-31

Continued on page 7 * Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS (effective average annual percentage adjustments in base rates)

	1995				1996				Year to	
	1993		1994		1995		1996		Date	Date
	1993	1994	1995	1996	1995	1996	1996	1996		
	1	2	3	4	1	2	Apr	May	Jun	
All Industries/Jurisdictions										
Average Annual Adjustments	0.6	0.3	0.9	1.1	0.9	0.7	1.3	0.8	0.5	0.6
Non-COLA	0.4	0.2	0.8	1.0	0.8	0.7	1.1	0.7	0.5	0.6
COLA	2.2	1.3	1.4	2.4	2.4	2.2	2.2	2.1	1.8	2.3
First Year Increase	0.5	-0.1	0.4	0.7	0.5	0.2	1.4	0.5	0.2	0.5
Non-COLA	0.3	-0.2	0.4	0.6	0.4	0.2	1.4	0.5	0.2	0.4
COLA	1.9	0.6	1.0	2.5	2.6	2.8	1.7	1.4	0.9	2.0
Industries										
Primary Industries	1.0	1.1	2.5	2.0	2.1	3.5	0.0	2.0	1.5	1.7
Manufacturing	2.0	2.0	2.4	2.5	2.4	1.9	2.7	2.5	3.6	2.6
Construction	0.4	0.2	1.0	1.0	0.8	0.8	0.3	0.0	0.0	0.1
Transp. & Communication	0.8	1.0	1.1	1.4	1.3	0.7	0.6	0.8	0.4	0.7
Trade-Finance	0.2	0.1	0.9	0.9	1.4	0.0	2.1	0.3	0.3	1.2
Services	0.7	-0.1	0.5	0.7	0.5	0.7	0.4	0.6	0.5	0.6
Public Administration	0.2	0.1	0.6	0.5	0.1	0.6	0.0	0.4	0.0	0.2
Jurisdictions										
Newfoundland	0.1	0.0	0.8	0.0	-	-	1.0	2.6	2.1	1.7
Prince Edward Island	0.0	-4.1	1.7	1.7	-	-	1.4	1.3	1.3	1.4
Nova Scotia	5.1	-0.5	1.2	-	1.3	-	-	1.3	-	1.2
New Brunswick	2.8	1.0	1.0	0.5	1.2	-	2.0	1.2	0.0	1.2
Quebec	0.1	1.4	0.7	1.6	0.8	0.7	1.3	2.0	1.1	1.5
Ontario	1.3	0.3	1.0	1.3	0.8	0.6	0.2	1.0	0.8	0.5
Manitoba	0.9	1.6	0.4	0.1	0.4	0.8	0.1	0.1	0.3	0.1
Saskatchewan	1.2	1.0	1.9	1.6	1.0	1.0	1.6	0.9	1.0	1.1
Alberta	0.3	-1.6	-0.4	0.0	0.1	0.3	0.9	0.5	0.7	0.7
British Columbia	2.3	1.6	1.3	1.6	0.9	1.2	1.0	0.5	0.5	0.5
Multi-Province	3.3	2.6	1.0	1.0	1.1	-	-	2.3	2.3	2.3
Federal Jurisdiction	0.2	0.4	1.0	1.4	1.1	1.0	0.7	0.4	0.4	0.6
Public Sector	0.5	0.0	0.6	0.8	0.4	0.6	0.2	0.6	0.4	0.5
Private Sector	0.9	1.2	1.4	1.3	1.2	1.6	1.4	1.5	1.3	1.4

OTHER INDICATORS

(year-over-year percentage change)

	1995				1996				Year to	
	1993		1994		1995		1996		Date	Date
	1993	1994	1995	1996	1995	1996	1996	1996		
	1	2	3	4	1	2	Apr	May	Jun	
Average Weekly Earnings										
All Industries	1.3	1.3	1.0	0.7	0.9	1.2	1.5			
Manufacturing	2.3	1.9	1.1	0.4	1.5	1.6	2.1			
Consumer Price Index	1.8	0.2	2.1	2.7	2.4	2.0	1.4	1.5	1.4	1.4

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Air Canada	Air Canada Pilots' Assn.	1 677	August 96
•Quebec Telephone	CUPE	1 280	July 96
•Stelco Inc. (Lake Erie)	Steelworkers	1 015	August 96
•Goodyear Canada (Valleyfield)	CEP	1 300	August 96
•Saskatchewan Assn. of Health Org.	CUPE	6 200	July 96
•Alcan Smelters & Chemicals (B.C.)	CAW	1 260	July 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Radio-Canada	various unions	2 600	Barg./Conc.	April & Sept. 95
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	Bargaining	March 96
•City of Montreal	CUPE	5 100	Post Med.	December 94
•Montreal Urban Community	Fraternité des policiers(ères) de CUM	4 514	Bargaining	December 95
•Hydro Quebec	CUPE & Prof. Engineers	17 675	Mediation	December 95
•Ontario Hospitals	CUPE / SEIU	33 800	Bargaining	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Med./Arb.	May 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
Saskatchewan Assn. of Health Org.	SEIU & SUN	12 600	Bargaining	Dec. 94/Mar.96
•Prov. Health Auth. of Alberta	UNA & Hlth Sciences	19 500	Barg./Arb.	March 95-96
Private Sector				
•Canadian Airlines International	CUPE	3 029	Conciliation	December 95
•Air Canada	CAW	3 400	Bargaining	September 96
•Eastern Canada Pulp & Paper	various unions	18 000	Bargaining	Apr.-Oct. 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Bldg. Contractors Assn. of Que.	various unions	53 876	Barg. & Tent. Agt.	December 94
•General Motors Canada (Ont., Que.)	CAW	29 510	Bargaining	September 96
•Chrysler Canada (Ont.)	CAW	12 600	Bargaining	September 96
•Ford Motor Co. (Ont.)	CAW	11 690	Bargaining	September 96
•INCO Ltd.	Steelworkers	1 400	Bargaining	September 96
•Loblaws Supermarkets (Ont.)	Food Workers	8 000	Bargaining	June 96
•Toronto area school boards	various unions	18 850	Bargaining	August 96
•Boeing Canada (Winnipeg)	CAW	1 550	Tent. Agt.	July 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

continued on page 7

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canada Post	PSAC	5 000	September 96
•Air Canada	CUPE	3 000	October 96
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 013	October 96
•Navistar International Corp. (Ont.)	CAW	1 280	October 96

MAJOR SETTLEMENTS REACHED IN JUNE (cont'd from page 4)

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
B.C. Public School Employers' Assn., teachers (B.C.)	42,000	0.5	0.0	48	1998-06-30
Public Administration(10 agreements)	14,039	0.0	0.0	13.5	.
Ont Housing Corp., service & maint. empls. (Ont.)	1,200	0.0	0.0	24	1997-12-31
Ont Housing Corp., service & maint. empls., Toronto (Ont.)	520	0.0	0.0	12	1997-03-31
Gov't of Manitoba, master & clerical (Man.)	2,900	0.0	0.0	12	1997-03-28
Gov't of Manitoba, social sciences (Man.)	1,989	0.0	0.0	12	1997-03-28
Gov't of Manitoba, professionals (Man.)	990	0.0	0.0	12	1997-03-28
Gov't of Manitoba, trades/ops./serv., (Man.)	2,690	0.0	0.0	12	1997-03-28
Gov't of Manitoba, administration (Man.)	1,033	0.0	0.0	12	1997-03-28
Gov't of Manitoba, physical sciences (Man.)	1,265	0.0	0.0	12	1997-03-28
Gov't of Manitoba, corrections (Man.)	862	0.0	0.0	12	1997-03-28
British Columbia Assessment Authority, office (B.C.)	590	0.5	0.0	24	1997-12-31
Agreement with COLA (4 agreements)	2,765	1.8	0.9	52.2	
Agreements without COLA (44 agreements)	157,223	0.5	0.2	30.6	
All agreements (48 agreements)	159,998	0.5	0.2	31.0	

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001)*, and for Average Weekly Earnings from *Employment, Earnings and Hours of Work (Cat. 72-002)*.

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

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Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

**The release date for July data in the
Wage Settlements Bulletin is September 17, 1996.**

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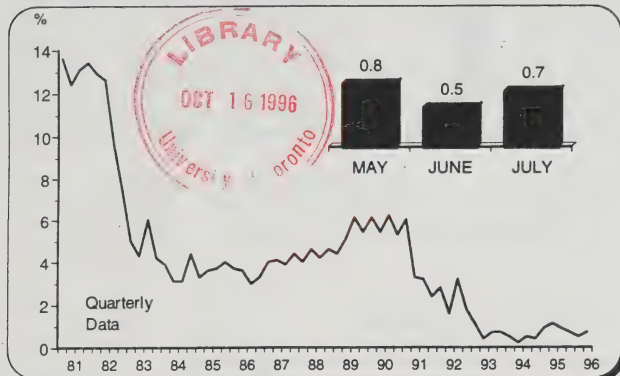
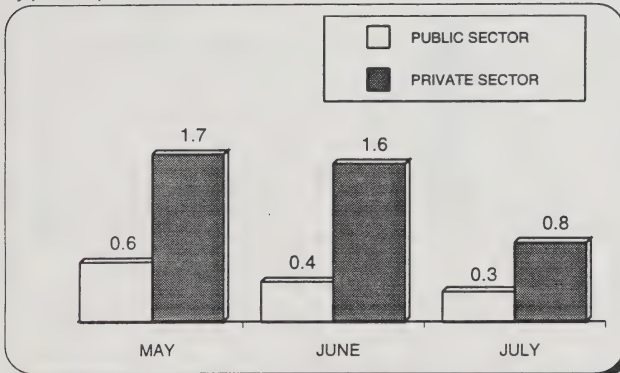
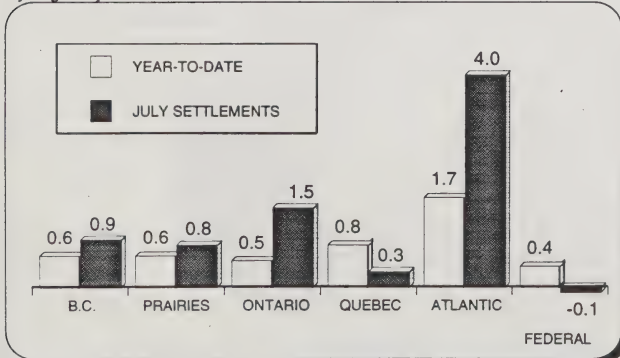
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THE WAGE SETTLEMENTS BULLETIN

September 1996
Volume 7, Issue 9

Perspective on base rate percentage adjustments from major settlements

Base rate percentage adjustments from major settlements,
by public / private sectorsBase rate percentage adjustments from major settlements,
by region / jurisdiction

Le Bulletin existe également en français.

July 1996

•Base rate wage adjustments from major collective bargaining settlements ratified during the month of July averaged **0.7 per cent**, an increase from 0.5 per cent in June, but below the 0.8 per cent average in May. The July average of 0.7 per cent is the same as the average for the year to date, and below the 0.9 per cent average for the year 1995.

•The results for July are based on a review of 34 agreements covering 91,940 employees. When the parties to these contracts last negotiated - with an average contract duration of approximately 29 months - the resulting wage adjustments averaged 0.5 per cent, compared to the 0.7 per cent in their current settlements.

•Public sector wage adjustments averaged **0.3 per cent** in July, down from 0.4 per cent in June and 0.6 per cent in May. The July average is below the 0.5 per cent average for the year to date and for 1995 as a whole. The July public sector results are based on a coverage of 29,302 employees in 14 agreements. Adjustments in this sector ranged from a 6.2 per cent wage cut for the duration of a 2-year contract between the Government of the North-West Territories and 5,500 clerical employees, to a 4.2 per cent increase for 2,600 public service employees with the Government of Prince Edward Island (see note on p. 6). Other significant public sector settlements in July included: 6,200 nurses with the Saskatchewan Association of Health Organizations at 1.0 per cent, and 4,700 police officers with the Government of Quebec at 0.7 per cent.

•Private sector wage adjustments averaged **0.8 per cent** in July, down considerably from 1.6 per cent in June and 1.7 per cent in May. The July figure is also below the 1.2 per cent private sector average for the year to date as well as the 1.4 per cent average for 1995. There were 20 private sector agreements in July covering 62,638 employees. Wage adjustments ranged from a wage freeze for 26,800 employees in 3 agreements with the Quebec Automobile Dealers Corp., to an increase of 3.7 per cent for 4,407 hourly-rated mill employees with 7 separate Eastern-Canada pulp & paper companies in Ontario, Quebec and three Atlantic provinces. Other private sector settlements in July included: 7,000 employees with Purolator Courier Ltd. at 2.0 per cent; 1,260 plant employees with Alcan Smelters and Chemicals in British Columbia at 3.0 per cent; 4,600 hotel employees with the B.C. Hospitality Industrial Relations Assn. at 2.7 per cent, and wage freezes for 12,750 employees with Canada Safeway, Overwaita and Save-on-Foods, in British Columbia.

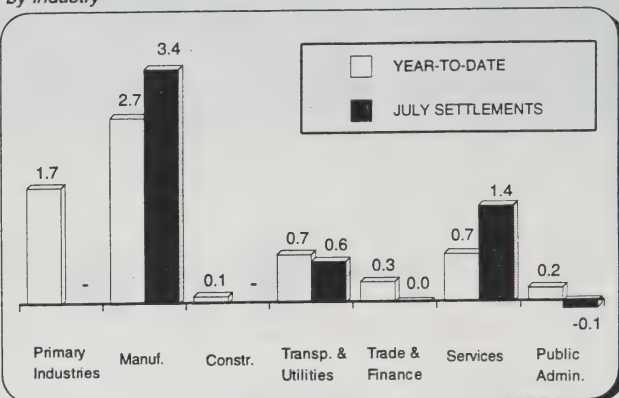
•On a regional/jurisdictional basis, wage adjustments were below the national average of 0.7 per cent, in Quebec at 0.3 per cent (38,711 employees in 10 agreements),

and in the Federal jurisdiction at -0.1 per cent (14,569 employees in 3 agreements). Wage adjustments were above the national average in Atlantic Canada with 4,569 employees in 4 agreements at an average annual increase of 4.0 per cent; in Ontario with 3,922 employees in 5 agreements at an average annual wage gain of 1.5 per cent; in the Prairie provinces with 10,759 employees in 6 agreements at 0.8 per cent; and in B.C. with 19,410 employees in 6 agreements at 0.9 per cent.

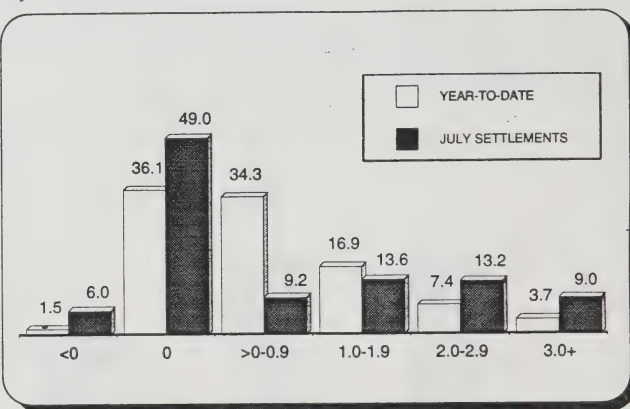
• On an industry basis, wage adjustments were lowest in Public Administration, at -0.1 per cent for 14,700 employees in 5 agreements. The largest average increase was in Manufacturing at 3.4 per cent for 6,208 employees in 9 agreements. The largest concentration of employees in July's settlements was in Trade and Finance, with 7 agreements covering 40,550 employees (44.1 per cent of all employees) averaging adjustments of 0.0 per cent. For 6,349 employees in 3 agreements in the Transportation, Communication and other Utilities sector, wage adjustments averaged 0.6 per cent. In the Community, Business and Personal Services sector, 10 agreements provided wage adjustments averaging 1.4 per cent for 24,133 employees. There were no agreements in Primary Industries or Construction.

• Wage rates were frozen or cut in 14 agreements covering 50,563 employees (55% of all employees in July's settlements). Three agreements covering 8,500 employees (9.2% of all employees) provided for increases under 1.0 per cent, and 5 agreements for 12,469 employees (13.6% of all employees), provided for increases of 1.0 to 1.9 per cent. Three agreements covering 12,141 employees (13.2% of all employees in July's settlements) provided for increases in the range of 2.0 to 2.9 per cent. Nine agreements for 8,267 employees (9.0%) provided for increases of 3.0 per cent and over.

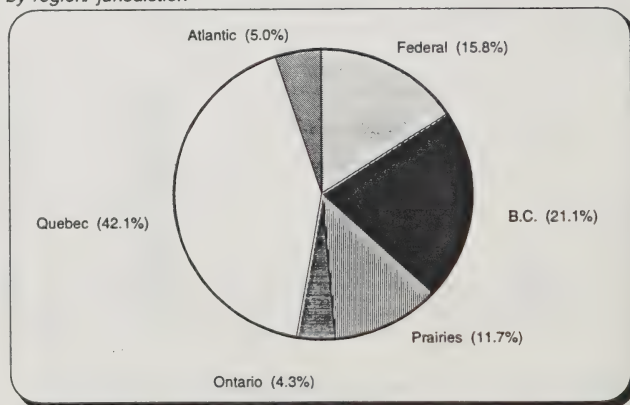
Base rate percentage adjustments in July settlements, by industry



Percentage distribution of employees in July settlements, by size of base rate adjustments



Percentage distribution of employees in July settlements, by region/ jurisdiction



• The distribution of settlements and employees by region/ jurisdiction for the month of July is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic Canada	4	4,569
Quebec	10	38,711
Ontario	5	3,922
Prairie Provinces	6	10,759
British Columbia	6	19,410
Federal Jurisdiction	3	14,569

MAJOR SETTLEMENTS REACHED IN JULY

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (9 agreements)	6,208	3.4	3.5	29.6	
Abitibi-Price Ltd. mill empls., Grand Falls (Nfld.)	500	3.7	3.8	24	1998-04-30
Stora Forest Ind. Ltd., mill empls., Point Tupper (N.S.)	650	3.7	3.7	24	1998-05-31
Repap New Brunswick Inc., mill empls., Newcastle (N.B.)	819	3.7	3.8	24	1998-06-30
Gaspesia Ltd., mill empls., Chandler (Que.)	540	3.7	3.8	24	1998-04-30
Daishowa Inc. hourly rated empls., Quebec (Que.)	850	3.7	3.8	24	1998-04-30
Scott Paper, hourly rated empls., Crabtree (Que.)	541	2.0	2.0	60	2001-04-30
Abitibi-Price, mill empls., Iroquois Falls (Ont.)	530	3.7	3.8	24	1998-04-30
Eddy EB Forest Prod Ltd., mill empls., Espanola (Ont.)	518	3.7	3.8	24	1998-04-30
Alcan Smelters and Chemicals Ltd., plant & maint. empls.(B.C.)	1,260	3.0*	3.0	36	1999-07-23
Transp., Comm. & Utilities (3 agreements)	6,349	-0.6	0.7	29.9	
Quebec-Telephone, office, trades, technical empls. (B.C.)	1,280	0.0	0.0	25	1996-12-31
Scott Paper, hourly rated empls., Crabtree (Que.)	3,000	0.7	0.0	36	1998-06-30
AGT Limited, craft & service empls.(Alta.)	2,069	1.0	2.0	24	1997-12-31
Trade & Finance (7 agreements)	40,550	0.0	0.0	16.5	
Automobile Ind. Empls. Assn. hourly rated empls., Mtl. (Que.)	1,000	1.0	1.0	42	1999-07-15
Quebec Automobile Dealers Corp. - Quebec City, Montreal & Saguenay-Lac St. Jean, mech. & customer serv. (Que.) (3 agts.)	26,800	0.0	0.0	12	1997-03-31 to 1997-08-10
Overwitea Foods and Save-On Foods, retail empls. (B.C.)	5,850	0.0	0.0	24	1998-03-31
Canada Safeway Limited, retail empls. (B.C.)	5,300	0.0	0.0	24	1998-03-31
Canada Safeway Limited, retail empls. (B.C.)	1,600	0.0	0.0	24	1998-03-31
Community, Business & Personal Services (10 agreements)	24,133	1.4	1.7	36.3	
Peel Brd Educ custodial & maint., Peel Cty.(Ont.)	677	0.0	0.0	12	1997-06-30
York University, office & technical, Toronto (Ont.)	1,097	0.0	0.0	16	1997-07-31
River East School Div. No. 9, elem. & sec. teachers (Man.)	840	0.0	0.0	12	1995-12-31
St. Vital School Div. No. 6, elem. & sec. teachers (Man.)	572	0.0	0.0	24	1996-12-31
Seven Oaks School Div. No. 10, elem. & sec. teachers (Man.)	545	0.0	0.0	24	1996-12-31
Deer Lodge Centre, Inc., office & health services empls. (Man.)	502	0.0	0.0	24	1998-05-31
Saskatchewan Assn. of Health Org., non-medical (Sask.)	6,200	1.0	0.0	36	1997-12-31
Governors of the University of Calgary, support empls. (Alta.)	2,100	1.0	1.0	36	1999-03-31
Hospitality Industrial Relations Assn., hotel & restaurant (B.C.)	4,600	2.7	4.0	36	1999-05-31
Purolator Courier Ltd., couriers (Canada-wide)	7,000	2.0	3.0	48	1999-12-31
Public Administration (5 agreements)	14,700	-0.1	-0.7	30.9	
Gov't of P.E.I., public service empls. (P.E.I.)	2,600	4.2	7.8	34	1998-03-31
Gov't of Quebec, police officers (Que.)	4,700	0.7	0.0	36	1998-06-30
City of Windsor, office & clerical (Ont.)	1,100	1.8	3.0	33	1998-12-31
District of Saanich, inside & outside empls. (B.C.)	800	0.8	1.5	36	1998-12-31
Gov't of the N.W.T., office & clerical empls. (N.W.T.)	5,500	-3.2	-6.2	24	1998-03-31
Agreements with COLA (1 agreement)	1,260	3.0	3.0	36.0	
Agreements without COLA (33 agreements)	90,680	0.6	0.6	25.7	
All agreements (34 agreements)	91,940	0.7	0.6	25.8	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Montreal Urban Community	Fraternité des policiers CUM	4,514	September 96
•Boeing Canada (Winnipeg)	CAW	924	August 96
•Eastern Canada Pulp & Paper settlements (4 agts.)	various unions	2 575	July/Aug. 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Radio-Canada	various unions	2 600	Barg./Conc.	April & Sept. 95
•Canada Post	Assn. of Postal Workers/PSAC	8 800	Bargaining	June/Sept 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE & CUPE	9 650	Bargaining	March 96
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•Prov. Health Auth. of Alberta	UNA & Hlth Sciences	19 500	Barg./Arb.	March 95-96
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Bargaining	October 96

Private Sector

•Canadian Airlines International	CUPE	3 029	Conciliation	December 95
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•Eastern Canada Pulp & Paper	CEP / CNTU	5 800	Barg./Tent.	Apr.-Oct. 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Bldg. Contractors Assn. of Que.	various unions	53 876	Bargaining*	December 94
•General Motors Canada (Ont., Que.)	CAW	29 510	Post Conc.	September 96
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•Navistar International (Ont.)	CAW	1 280	Bargaining	October 96

* An accord has been reached on certain issues

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Hudson Bay Mining & Smelting	Steelworkers & Assn. of Flin Flon Trade Unions	1 200	September 96
•Miracle Food Mart (Div. A&P)	UFCW	7 040	November 96

Note on *Government of North-West Territories* and *Government of Prince Edward Island* settlements:

In the Gov't of N.W.T. settlement, a policy that provided eligible employees with a \$5,400 annual housing allowance has been discontinued. As a result of collective bargaining, the parties agreed to increase wages by \$5,400 prior to an across-the-board reduction of 6.25%.

The Gov't of P.E.I. agreement introduced a classification review and conversion to a new pay plan. The wage adjustments vary according to the new groups and levels. The adjustment calculated in the Bulletin is for the base rate occupation group and is not reflective of the wage adjustment for the remaining classification groups within the P.E.I. public service, many of which have been red-circled.

EXPLANATORY NOTES

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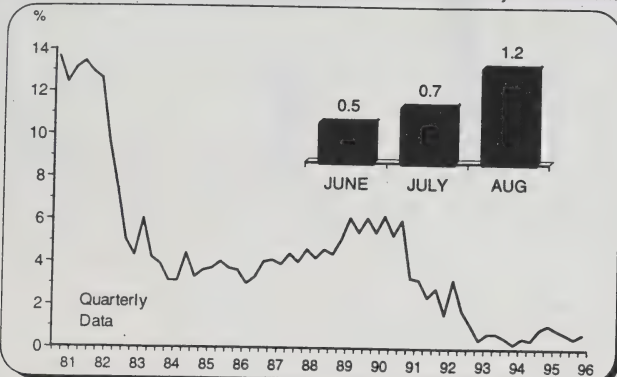


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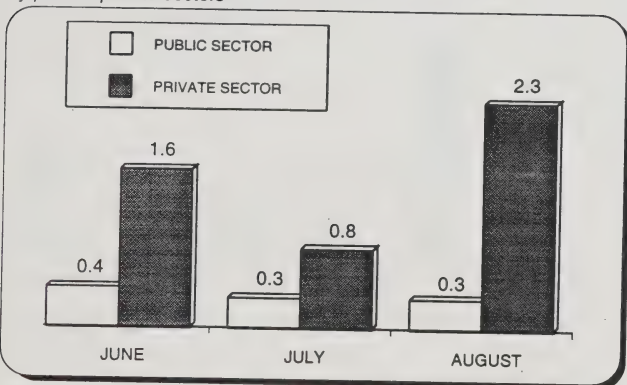
THE WAGE SETTLEMENTS BULLETIN

October 1996
Volume 7, Issue 10

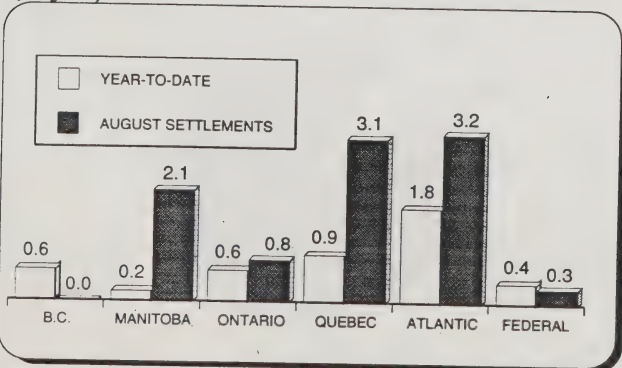
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region/ jurisdiction



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August 1996

• Base rate wage adjustments from major collective bargaining settlements ratified during the month of August averaged **1.2 per cent**, an increase from 0.7 per cent in July and 0.5 per cent in June.

• However, the August results are based on a below-average coverage of 18,401 employees and 23 agreements. (In the years 1993 to 1995, the average monthly coverage was approximately 90,000 employees and 37 agreements.) When the parties to these August contracts last negotiated - with an average contract duration of approximately 28 months - the resulting wage adjustments averaged 1.1 per cent, marginally lower than the 1.2 per cent in their current settlements.

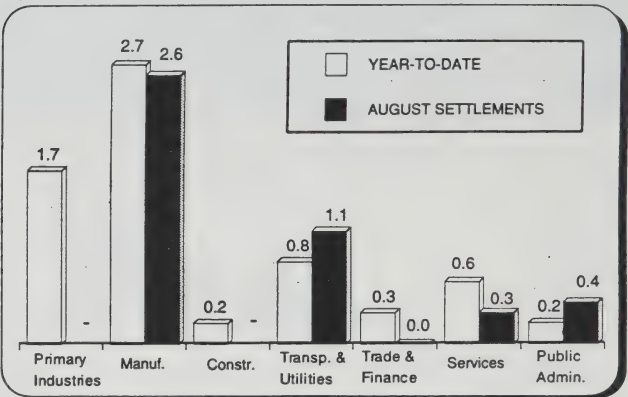
• Public sector wage adjustments averaged **0.3 per cent** in August, the same as in July, and below the year-to-date average of 0.5 per cent as well as the 0.6 per cent average for 1995. The August public sector results are based on a coverage of 10,049 employees in 13 agreements. Adjustments in this sector ranged from wage freezes in 8 of the 13 settlements including 1,400 teachers with the Carleton Separate School Board and 700 academic staff with Carleton University, both in Ottawa, to a 2.5 per cent increase for 600 operations employees with Newfoundland and Labrador Hydro.

• Private sector wage adjustments averaged **2.3 per cent** in August, well above the July average of 0.8 per cent and the year-to-date average of 1.2 per cent as well as the 1.4 per cent average for 1995 as a whole. The results are based on a below-average coverage of 8,352 employees in 10 agreements. Settlements in the manufacturing sector (mainly in pulp and paper) with an average increase of 2.6 per cent accounted for much of the private sector gain in August.

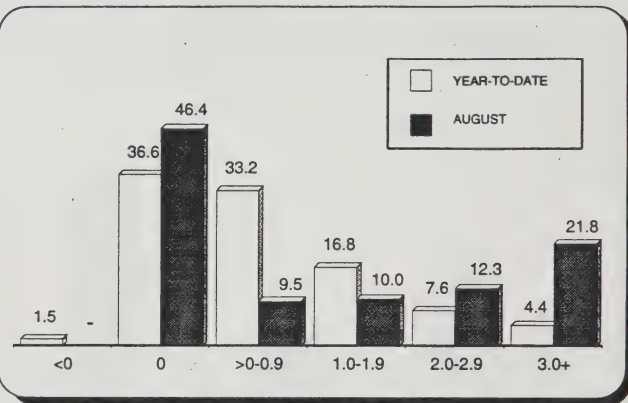
• On a regional/jurisdictional basis, wage adjustments were above the national average of 1.2 per cent, in Atlantic Canada at 3.2 per cent (1,625 employees in 3 agreements), in Quebec at 3.1 per cent (1,300 employees in 1 agreement), and in Manitoba at 2.1 per cent (1,507 employees in 2 agreements). Wage adjustments were below the national average in Ontario with 12,229 employees in 15 agreements at an average annual wage gain of 0.8 per cent; in the Federal jurisdiction with 1,225 employees in 1 agreement at 0.3 per cent; and in B.C. with 515 employees in 1 agreement at 0.0 per cent.



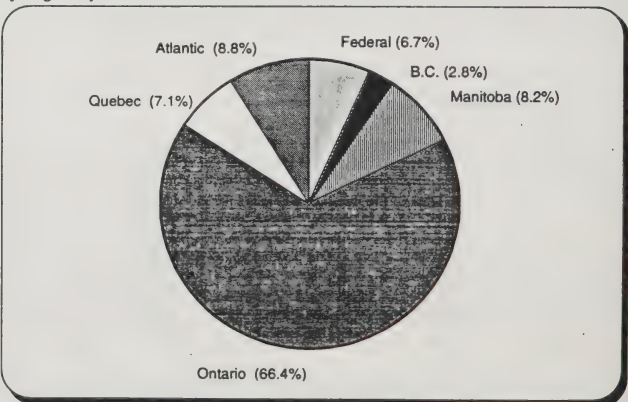
Base rate percentage adjustments in August settlements, by industry



Percentage distribution of employees in August settlements, by size of base rate adjustments



Percentage distribution of employees in August settlements, by region/ jurisdiction



•On an industry basis, the largest concentration of employees in August's settlements was in Community, Business and Personal Services, with 10 agreements covering 7,554 employees averaging adjustments of 0.3 per cent. The largest average increase was in Manufacturing at 2.6 per cent for 6,557 employees in 7 agreements. Wage adjustments were lowest in the Trade and Finance sector, with 1 settlement covering 700 employees reporting a wage freeze (Liquor Control Commission of Manitoba). For 3,060 employees in 4 agreements in the Transportation, Communication and other Utilities sector, wage adjustments averaged 1.1 per cent. In Public Administration, wage adjustments averaged 0.4 per cent for 530 municipal employees with the City of Scarborough. There were no agreements in Primary Industries or Construction.

•Wage rates were frozen in 10 agreements covering 8,534 employees (46.4% of all employees in August's settlements). Two agreements covering 1,755 employees (9.5% of all employees) provided for increases under 1.0 per cent, and 3 agreements for 1,835 employees (10% of all employees), provided for increases of 1.0 to 1.9 per cent. Three agreements covering 2,270 employees (12.3% of all employees in August's settlements) provided for increases in the range of 2.0 to 2.9 per cent. Four agreements for 3,132 employees (17.0%) provided for increases of 3.0 to 3.9 per cent. One agreement provided 875 employees (4.8% of all employees) with an increase of 4.0 per cent.

•The distribution of settlements and employees by region/ jurisdiction for the month of August is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic Canada	3	1,625
Quebec	1	1,300
Ontario	15	12,229
Manitoba	2	1,507
British Columbia	1	515
Federal Jurisdiction	1	1,225

MAJOR SETTLEMENTS REACHED IN AUGUST

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (7 agreements)	6 557	2.6	2.6	34.3	
Bowater Mersey Paper, mill, Liverpool (N.S.)	500	3.7	3.7	24	1998-04-30
Fraser Inc., mill, Edmunston (N.B.)	525	3.7	3.8	24	1998-06-30
Goodyear Canada, plant, Valleyfield (Que.)	1 300	3.1*	3.4	36	1999-06-30
Domtar Inc. (Fine Papers Div.), prod. empls., Cornwall (Ont.)	875	4.0	4.1	24	1998-04-30
Stelco Inc., [Lake Erie], prod. empls., Hamilton (Ont.)	990	2.5*	2.7	48	2000-07-31
J. M. Schneider Inc., Kitchener (Ont.)	1 560	0.0	0.0	36	1999-05-31
Boeing Canada Technology Ltd., plant & maint. (Man.)	807	3.9*	3.4	36	1999-07-10
Transp., Comm. & Utilities (4 agreements)	3 060	1.1	0.7	31.6	
Nfld & Labrador Hydro, operations empls. (Nfld.)	600	2.5	2.5	36	1999-03-31
City of Mississauga (Transit Dept.), drivers, mech., maint. (Ont.)	557	1.0	1.0	12	1997-03-31
Go Transit, drivers, mech., maint. Metro Toronto (Ont.)	678	1.1	0.0	36	1999-04-02
Marine Atlantic Inc., unlic. pers. & ship's officers (system-wide)	1 225	0.3	0.0	36	1997-12-31
Trade & Finance (1 agreement)	700	0.0	0.0	24	
Liquor Control Comm. of Manitoba, retail & warehouse (Man.)	700	0.0	0.0	24	1998-03-31
Community, Business & Personal Services (10 agreements)	7 554	0.3	0.3	19.4	
Westin Harbour Castle, hotel & rest. empls., Toronto (Ont.)	600	1.5	1.5	36	1999-05-31
CP Hotels and Resorts Corp., hotel & rest. empls., Toronto (Ont.)	680	2.3	2.0	36	1999-02-28
Diversicare I Limited Partnership, non-medical (Ont.)	624	0.0	0.0	12	1996-12-31
Extencicare Health Services, non-medical, (Ont.) (2 agts.)	1 741	0.0	0.0	12	1996-12-31
Beacon Hill Lodges Inc., non-medical, (Ont.)	674	0.0	0.0	12	1996-12-31
Carleton University (professors), Ottawa (Ont.)	700	0.0	0.0	12	1997-04-30
Carleton RCSS Board, elem. & sec. teachers, Nepean (Ont.)	1 400	0.0	0.0	24	1997-08-31
Simcoe County Board of Education, office empls., Barrie (Ont.)	620	0.0	0.0	24	1997-12-31
Pacific National Exhibition, office, service & maint. (B.C.)	515	0.0	0.0	14	1997-02-28
Public Administration (1 agreement)	530	0.4	0.0	33	
City of Scarborough, outside employees (Ont.)	530	0.4	0.0	33	1998-12-31
Agreements with COLA (3 agreements)	3,097	3.1	3.2	39.8	
Agreements without COLA (20 agreements)	15,304	0.9	0.8	24.8	
All agreements (23 agreements)	18,401	1.2	1.2	27.3	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Chrysler Canada (Ont.)	CAW	12 600	Sept. 96
•INCO Ltd. (Man.)	Steelworkers	1 400	Sept. 96
•Cape Breton Dev. Corp. (N.S.)	Mine Workers	1 300	Sept. 96
•Eastern Pulp & Paper Industry (several agreements)	CEP	3 400	Sept. 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Radio-Canada	various unions	2 600	Barg./Conc.	April & Sept. 95
•Canada Post	Assn. of Postal Workers/PSAC	8 800	Bargaining	June/Sept 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining	March 96
•City of Montreal	CUPE	5 100	Post Med.	December 94
•Hydro Quebec	Prof. Engineers / CUPE	17 675	Med/Tent.	December 95
•Ontario Hospitals	CUPE / SEIU	33 800	Bargaining	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Med./Arb.	May 96
•Toronto area school boards	various unions	18 850	Bargaining	August 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 600	Bargaining	Dec. 94/Mar.96
•Prov. Health Auth. of Alberta	UNA / Hlth Sciences	19 500	Med./Arb.	March 95-96
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Bargaining	October 96
Private Sector				
•Canadian Airlines International	CUPE	3 029	Conciliation	December 95
•Air Canada	CAW / CUPE	6 700	Barg./Tent.	Sept/Oct. 96
•Eastern Canada Pulp & Paper	CEP / CNTU	2 400	Barg./Conc.	Apr.-Oct. 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Bldg. Contractors Assn. of Que.	various unions	53 876	Bargaining*	December 94
•General Motors Canada (Ont., Que.)	CAW	28 510	Work Stop.	September 96
•Ford Motor Co. (Ont.)	CAW	11 690	Post Conc.	September 96
•Loblaws Supermarkets (Ont.)	Food Workers	8 000	Bargaining	June 96
•Toronto area school boards	various unions	18 850	Bargaining	August 96
•Navistar International (Ont.)	CAW	1 280	Bargaining	October 96
•Miracle Food Mart (Ont.)	UFCW	5 000	Conciliation	November 96
•Hudson Bay Mining & Smelting	Steelworkers & Assn. Flin Flon Trade Unions	1 200	Bargaining	November 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

* An accord has been reached on certain issues

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canada Post	Cdn. Postmasters & Asst. Assn.	7 700	December 96
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	December 96
•St. Lawrence Seaway	CAW	600	December 96
•New Brunswick Govt.	N.B. Public Employees	3 255	December 96
•Bombardier Inc. (Canadair)	Machinists	4 200	December 96
•La Brasserie Labatt (Que.)	Teamsters	1 030	December 96
•Ontario Hydro	Professional Employees	5 700	December 96
•Brewers Retail (Ont.)	UFCW	5 000	December 96
•Garment Manuf. Assn. of Western Canada (Man.)	Union of Needle Trades, Industrial and Textile Employees	1 400	December 96
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	December 96
•Greater Vancouver Reg. Dist.	CUPE	8 991	December 96

EXPLANATORY NOTES

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index* (Cat. 62-001), and for Average Weekly Earnings from *Employment, Earnings and Hours of Work* (Cat. 72-002).

Coverage: The information on collective bargaining settlements and negotiations pertain to bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors 1,220 such agreements for 2,636,000 employees. The employee coverage represents approximately 55 per cent of the

unionized workforce and 20 per cent of non-agricultural paid employment.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

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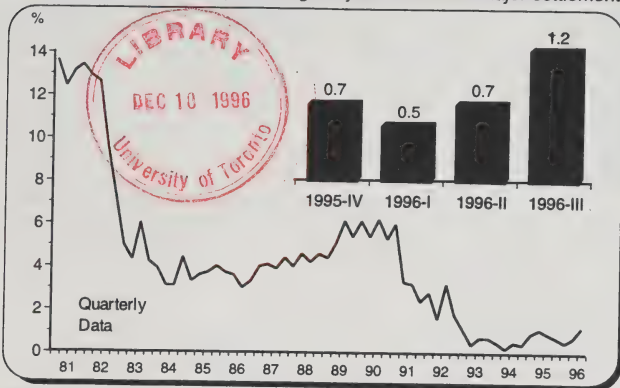


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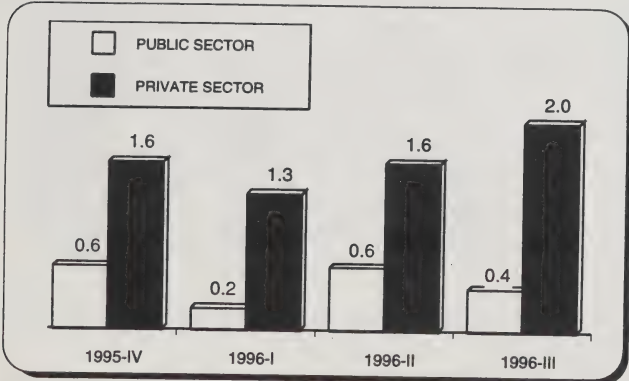
THE WAGE SETTLEMENTS BULLETIN

November 1996
Volume 7, Issue 11

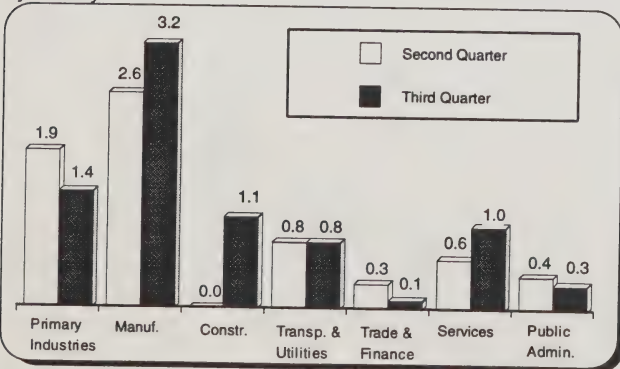
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by industry



Le Bulletin existe également en français.

Third Quarter 1996

•Base rate wage adjustments from major collective bargaining settlements reached in the **third quarter of 1996 averaged 1.2 per cent** annually over the contract term, up from 0.7 per cent in the second quarter, and 0.5 per cent in the first. Wage adjustments from contracts reached in the first three quarters of 1996 averaged 0.8 per cent, marginally below the 0.9 per cent average for the year 1995.

•There were 131,342 employees covered by the 85 agreements settled in the third quarter of 1996. When the parties to these contracts previously negotiated - with an average contract duration of 27 and one-half months - the resulting wage adjustments averaged 0.7 per cent, compared to the 1.2 per cent in their current settlements.

•**Private sector** wage adjustments rose to **2.0 per cent** in the third quarter, from 1.6 per cent in the second quarter and 1.3 per cent in the first. At the same time, the proportion of private sector employees increased from approximately eighteen per cent in the first half of 1996, to slightly over fifty per cent in the third quarter, thereby exerting further upward pressure on the overall rate of wage increase. There were 65,919 employees covered in the 41 private sector settlements reached in the third quarter of 1996.

•Wage adjustments for 65,423 **public sector** employees in 44 agreements averaged **0.4 per cent**, down from 0.6 per cent in the second quarter, but above the first quarter's 0.2 per cent.

•On an industry basis, wage adjustments in manufacturing were well above those in other industries; the average gain for 30,225 employees covered in the 27 third-quarter manufacturing settlements was 3.2 per cent. They included 11,950 Chrysler Canada employees with an average annual wage increase of 3.5 per cent (including estimated COLA-generated increases), and 10,558 forest products employees in Eastern Canada with an average annual increase of 3.6 per cent (the vast majority at 3.7 per cent). The largest concentration of employees was in Community Business and Personal Services, with 40,128 employees in 31 agreements receiving wage adjustments averaging 1.0 per cent. In Public Administration, with 33,630 employees in 12 settlements, wage adjustments averaged an increase of 0.3 per cent, and in the Retail Trade sector, the adjustment averaged 0.1 per cent for 14,450 employees in 5 settlements.

September 1996

•Major collective bargaining settlements reached in September provided base rate wage adjustments averaging 1.6 per cent annually over the contract term, an increase from averages of 1.2 per cent in August and 0.9 per cent in July.

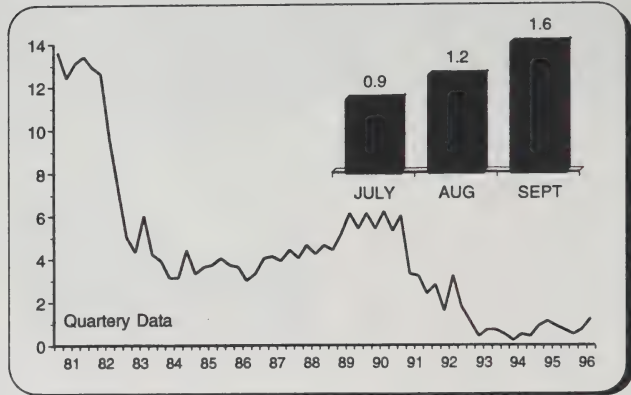
•The September results are based on a review of 29 settlements covering 46,451 employees. When the parties to these contracts previously negotiated - with an average contract duration of approximately 25 months - the resulting wage adjustments averaged 0.7 per cent, compared to the 1.6 per cent in their current settlements.

•The rise in the size of total wage adjustments in September from previous months is largely due to developments in the private sector, where wage increases averaged 3.2 per cent, up from 2.3 per cent in August and 1.4 per cent in July. There were 18,310 employees covered in the 11 private sector agreements settled in September; they included the 11,950 employees of Chrysler Canada with a 3.5 per cent annual increase (including estimated COLA-generated increases).

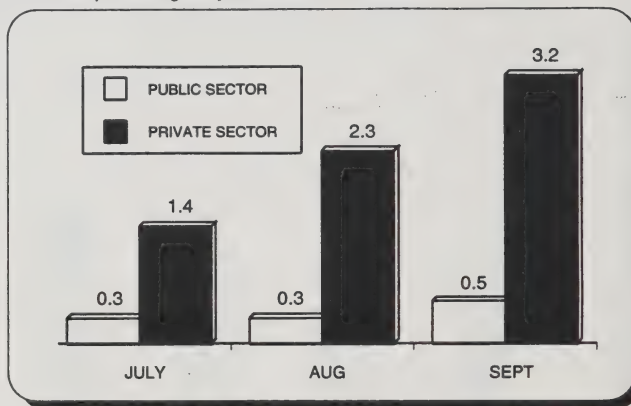
•Public sector wage adjustments averaged 0.5 per cent in September, up from 0.3 per cent in July and August. There were 18 public sector agreements reached in September, with a coverage of 28,141 employees; 18,915 of these employees were in Ontario - mainly in municipal governments and the education sector - with wage adjustments averaging 0.0 per cent. In the Quebec public sector, 4,450 police officers with the Montreal Urban Community gained increases averaging 2.3 per cent annually.

•On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, where 17 settlements covering 33,035 employees (71 per cent of all employees in September's settlements) provided wage adjustments averaging 1.5 per cent. In other jurisdictions, 5 settlements covering 7,240 employees in Quebec provided wage increases averaging 2.6 per cent; 2 settlements covering 1,430 PEI health sector employees provided increases averaging 2.3 per cent; 3,446 employees in 4 settlements in the Prairie provinces received wage adjustments averaging 0.8 per cent, as did 1,300 employees in a single settlement in the Federal jurisdiction.

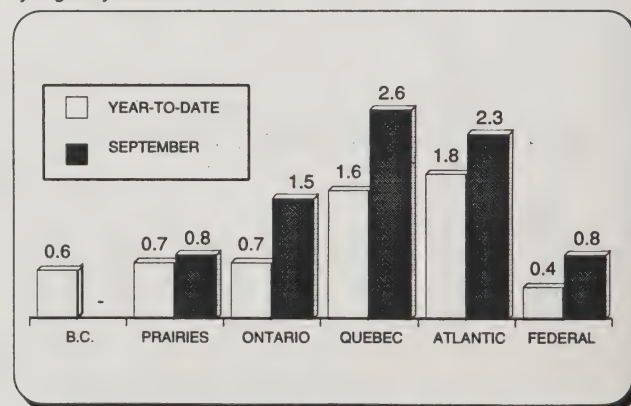
Perspective on base rate percentage adjustments from major settlements



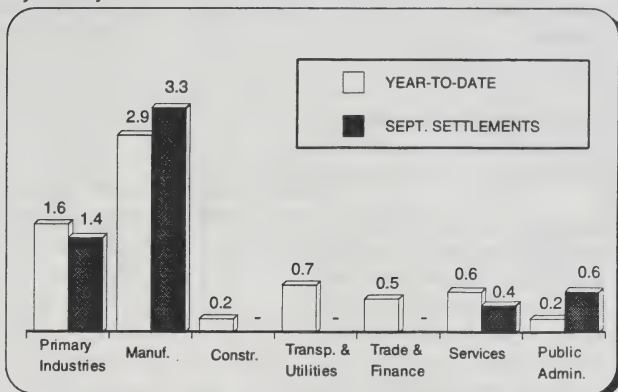
Base rate percentage adjustments from major settlements,



Base rate percentage adjustments from major settlements, by region/ jurisdiction

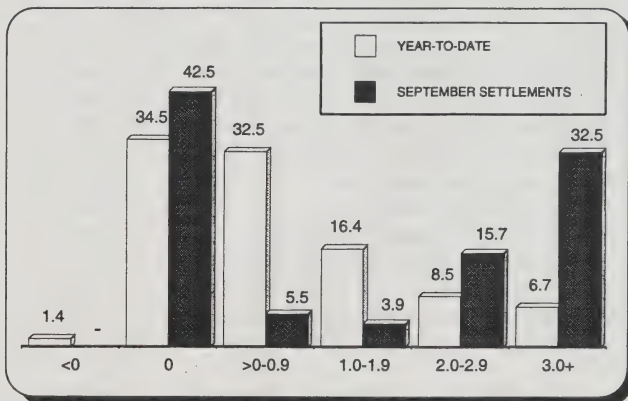


Base rate percentage adjustments in September settlements, by industry



On an industry basis, wage adjustments were lowest in the Community, Business and Personal Services sector for 8,441 employees in 11 settlements, with wage adjustments averaging 0.4 per cent. The largest concentration of employees was in Public Administration, with 18,400 in 6 agreements receiving wage adjustments averaging 0.6 per cent. In the Manufacturing sector, wage increases averaged 3.3 per cent for 16,910 employees in 10 settlements, and in Primary Industries, 2,700 employees in 2 agreements gained increases averaging 1.4 per cent. There were no settlements in other industry sectors.

Percentage distribution of employees in September settlements, by size of base rate adjustments

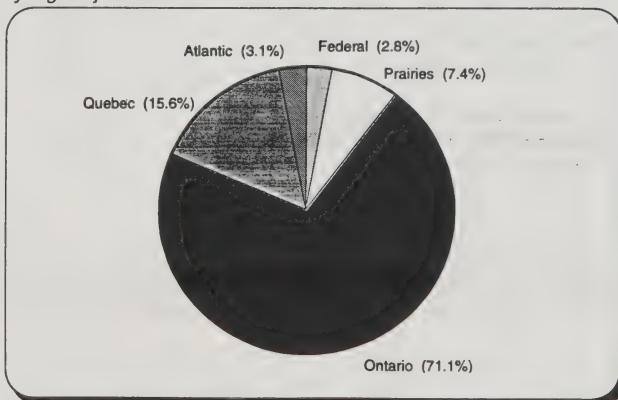


There were two major concentrations of employees in the distribution of employees by size of wage adjustments; wages were frozen in 12 agreements for 19,726 employees - all in the public sector - and constituting 42.5 per cent of employees in September's settlements. For 14,460 employees in 6 settlements - all in the private sector and representing 32.5 per cent of all employees-wage increases were in the 3.0 to 3.9 per cent range.

•The distribution of settlements and employees by region/jurisdiction for the month of September is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Atlantic Canada	2	1,430
Quebec	5	7,240
Ontario	17	33,035
Prairie provinces	4	3,446
Federal Jurisdiction	1	1,300

Percentage distribution of employees in September settlements, by region/ jurisdiction



MAJOR SETTLEMENTS REACHED IN SEPTEMBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Primary Industries (2 agreements)	2,700	1.4	1.6	41.8	
Inco Limited, miners, Thompson (Man.)	1,400	2.0*	3.1	36	1999-09-15
Cape Breton Development, miners, Sydney (N.S.)	1,300	0.8	0.0	48	1998-12-31
Manufacturing (10 agreements)	16,910	3.3	3.0	33.8	
Waterville TG production, Waterville (Que.)	750	1.5	1.5	36	1999-07-31
Kruger Inc., mill, Trois-Rivieres (Que.)	850	3.7	3.8	24	1998-04-30
Papiers Scott ltée, mill, Hull, (Que.)	540	3.3	3.0	24	1998-04-30
Tembec Inc., mill, Temiscaming (Que.)	650	4.0	4.1	24	1998-09-30
Avenor Inc., mill, Thunder Bay (Ont.)	1,120	3.7	3.8	24	1998-04-30
Consumers Glass, production, Toronto (Ont.)	500	2.0*	2.0	36	1999-06-19
Bombardier Inc, production, Thunder Bay (Ont.)	550	1.9*	1.8	36	1999-05-31
Chrysler Canada Ltd., production, Ajax (Ont.)	700	3.5*	3.0	36	1999-09-21
Chrysler Canada Ltd., production, Windsor (Ont.)	8,050	3.5*	3.0	36	1999-09-21
Chrysler Canada Ltd., production, Bramalea (Ont.)	3,200	3.5*	3.0	36	1999-09-21
Community, Business & Personal Services (11 agreements)	8,441	0.4	0.7	24.2	
Reg'l Health Authorities of P.E.I. (nurses) (P.E.I.)	925	2.6	5.0	34	1998-03-31
Reg'l Health Authorities of P.E.I. (support) (P.E.I.)	505	1.7	2.5	27	1998-03-31
Sudbury Board of Educ., elementary teachers, (Ont.)	520	0.0	0.0	24	1998-08-31
Ryerson Polytechnical (office), Toronto (Ont.)	550	0.0	0.0	27	1998-06-30
Metro Toronto, office, Toronto (Ont.)	1,800	0.0	0.0	21	1997-12-31
Children's Aid, office, Toronto (Ont.)	510	0.0	0.0	33	1998-12-31
Waterloo R.C.S.S.B., elementary teachers, (Ont.)	735	0.7	0.0	36	1998-08-31
Lincoln County Board of Educ., elementary teachers, (Ont.)	850	0.0	0.0	12	1997-08-31
Red River Community College, Winnipeg (Man.)	800	0.0	0.0	12	1997-06-20
Manitoba Lotteries, casino empls., Winnipeg (Man.)	671	0.0	0.0	36	1999-03-27
N. Alberta Inst. of Technology, administration, Edmonton (Alta.)	575	0.0	0.0	12	1997-06-30
Public Administration (6 agreements)	18,400	0.6	0.4	22.1	
Montreal Urban Community, police officers, Montréal (Que.)	4,450	2.3	1.8	24	1997-12-31
Toronto City, outside empls., Toronto (Ont.)	1,665	0.0	0.0	21	1997-12-31
Toronto City, inside empls., Toronto (Ont.)	2,651	0.0	0.0	21	1997-12-31
Metro Toronto, outside empls., Toronto (Ont.)	3,134	0.0	0.0	21	1997-12-31
Metro Toronto, inside empls., Toronto (Ont.)	6,000	0.0	0.0	21	1997-12-31
City of Scarborough, office & tech. empls., (Ont.)	500	0.4	0.0	33	1998-12-31
Agreements with COLA (6 agreements)	14,400	3.2	2.9	36.0	
Agreements without COLA (23 agreements)	32,051	0.9	0.8	24.2	
All agreements (29 agreements)	46,451	1.6	1.5	27.9	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	1993	1994	1995	1995		1996			1996			Year to
				3	4	1	2	3	Jul	Aug	Sep	Date
All Industries/Jurisdictions												
Average Annual Adjustment	0.6	0.3	0.9	0.8	0.7	0.5	0.7	1.2	0.9	1.2	1.6	0.8
Non-COLA	0.4	0.2	0.8	0.8	0.7	0.4	0.7	0.9	-0.9	0.9	0.9	0.6
COLA	2.2	1.3	1.4	2.4	2.2	2.4	2.1	3.2	3.0	3.1	3.2	2.7
First Year Increase	0.6	0.3	0.9	0.5	0.2	0.5	0.5	1.2	0.9	1.2	1.5	0.6
Non-COLA	0.4	0.2	0.8	0.4	0.2	0.3	0.4	0.9	0.9	0.8	0.8	0.5
COLA	2.2	1.3	1.4	2.5	2.8	2.4	1.4	3.0	3.0	3.2	2.9	2.4
Industries												
Primary Industries	1.0	1.1	2.5	2.1	3.5	0.0	1.9	1.4	-	-	1.4	1.6
Manufacturing	2.0	2.0	2.4	2.4	1.9	2.6	2.6	3.2	3.4	2.6	3.3	2.9
Construction	0.4	0.2	1.0	0.8	1.2	0.3	0.0	1.1	1.1	-	-	0.2
Transp. & Communication	0.8	1.0	1.1	1.3	0.7	0.6	0.8	0.8	0.6	1.1	-	0.7
Trade-Finance	0.2	0.1	0.9	1.3	0.0	2.1	0.3	0.1	0.1	0.0	-	0.5
Services	0.7	-0.1	0.6	0.5	0.7	0.4	0.6	1.0	1.4	0.3	0.4	0.6
Public Administration	0.2	0.1	0.6	0.1	0.6	0.0	0.4	0.3	-0.1	0.4	0.6	0.2
Jurisdictions												
Newfoundland	0.1	0.0	0.7	0.0	-	1.0	2.6	3.3	3.7	2.5	-	2.0
Prince Edward Island	0.0	-4.1	1.7	-	-	1.4	1.3	3.5	4.2	-	2.3	2.6
Nova Scotia	5.1	-0.5	1.2	1.3	-	1.1	1.3	2.6	2.2	3.7	-	1.7
New Brunswick	2.8	1.0	1.0	1.2	-	-	1.2	3.7	3.7	3.7	-	1.4
Quebec	0.1	1.4	0.8	0.8	0.7	1.2	1.9	1.8	1.2	3.1	2.6	1.6
Ontario	1.3	0.3	1.0	0.8	0.6	0.2	0.9	1.3	1.5	0.8	1.5	0.7
Manitoba	0.9	1.6	0.4	0.4	0.8	0.1	0.1	0.9	0.0	2.1	1.0	0.2
Saskatchewan	1.2	1.0	1.9	1.0	1.0	1.6	0.9	1.0	1.0	-	-	1.1
Alberta	0.3	-1.6	-0.4	0.1	0.3	0.9	0.5	0.8	1.0	-	0.0	0.7
British Columbia	2.3	1.6	1.3	0.9	1.2	1.0	0.5	0.8	0.9	0.0	-	0.6
Multi-Province	3.3	2.6	1.1	1.1	2.4	-	2.3	-	-0.1	0.3	0.8	2.3
Federal Jurisdiction	0.2	0.4	1.0	1.1	1.0	0.7	0.5	0.0	0.8	4.2	0.2	0.4
Public Sector	0.5	0.0	0.6	0.4	0.6	0.2	0.6	0.4	0.3	0.3	0.5	0.5
Private Sector	0.9	1.1	1.4	1.2	1.6	1.3	1.6	2.0	1.4	2.3	3.2	1.7
Consumer Price Index	1.5	1.8	0.2	0.2	2.1	1.4	1.4	1.4	1.2	1.4	1.5	1.4

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•General Motors of Canada	CAW	28 510	October 96
•Ford Motor Co.	CAW	11 690	November 96
•Navistar International	CAW	1 280	October 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Radio-Canada	various unions	2 600	Barg./Conc.	April & Sept. 95
•Canada Post	Assn. of Postal Workers/PSAC	8 800	Bargaining	June/Sept 96
•Canada Post	Cdn. Postmasters & Asst. Assn.	7 700	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining	March 96
•New Brunswick Govt.	N.B. Public Employees	3 255	Bargaining	December 96
•City of Montreal	CUPE	5 100	Post Med.	December 94
•Hydro Quebec	Prof. Engineers / CUPE	17 675	Med/Tent.	December 95
•Ontario Hospitals	CUPE / SEIU	33 800	Bargaining	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Med./Arb.	May 96
•Ontario Hydro	Professional Employees	5 700	Bargaining	December 96
•Toronto area school boards	various unions	18 850	Bargaining	August 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 600	Bargaining	Dec. 94/Mar.96
•Prov. Health Auth. of Alberta	UNA / Hlth Sciences	19 500	Med./Arb.	March 95-96
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Bargaining	October 96

Private Sector

•Canadian Airlines International	CUPE	3 029	Conciliation	December 95
•Air Canada	CAW / CUPE	6 700	Barg./Tent.	Sept/Oct. 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Conciliation	September 93
•Bldg. Contractors Assn. of Que.	various unions	53 876	Bargaining*	December 94
•La Brasserie Labbatt (Que.)	Teamsters	1 030	Bargaining	December 96
•Bombardier Inc. (Canadair)	Machinists	4 200	Bargaining	December 96
•Loblaws Supermarkets (Ont.)	Food Workers	8 000	Bargaining	June 96
•Brewers Retail (Ont.)	UFCW	5 000	Bargaining	December 96
•Toronto area school boards	various unions	18 850	Bargaining	August 96
•Miracle Food Mart (Ont.)	UFCW	5 000	Conciliation	November 96
•Hudson Bay Mining & Smelting	Steelworkers & Assn. Flin Flon Trade Unions	1 200	Bargaining	November 96

* An accord has been reached on certain issues

Continued on next page

CURRENT KEY NEGOTIATIONS (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	December 96
•St. Lawrence Seaway	CAW	600	December 96
•Garment Manuf. Assn. of Western Canada (Man.)	Union of Needle Trades, Industrial and Textile Employees	1 400	December 96
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	December 96
•Greater Vancouver Reg. Dist.	CUPE	8 991	December 96

EXPLANATORY NOTES

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unionized workforce and 20 per cent of non-agricultural paid employment.

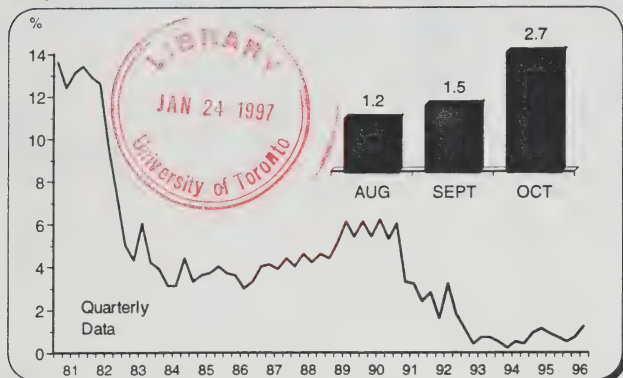
Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 per cent inflation rate.

THE WAGE SETTLEMENTS BULLETIN

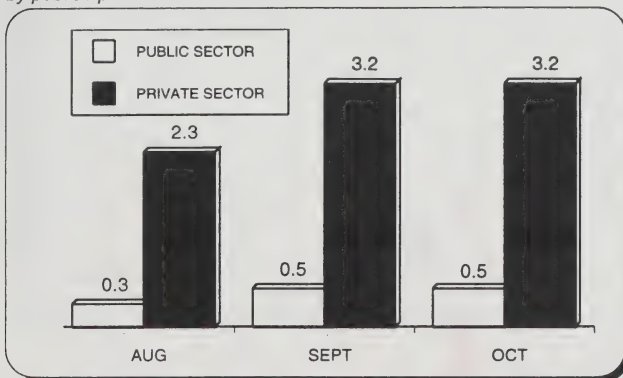
December 1996
Volume 7, Issue 12

October 1996

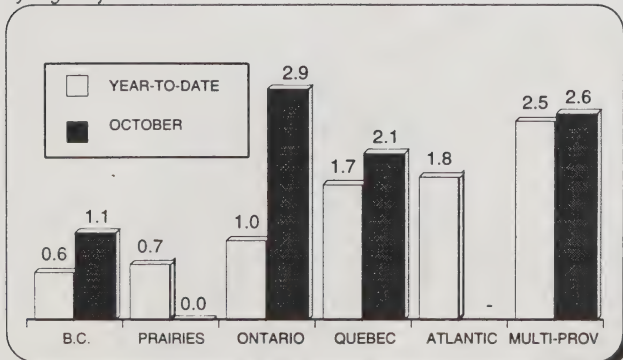
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

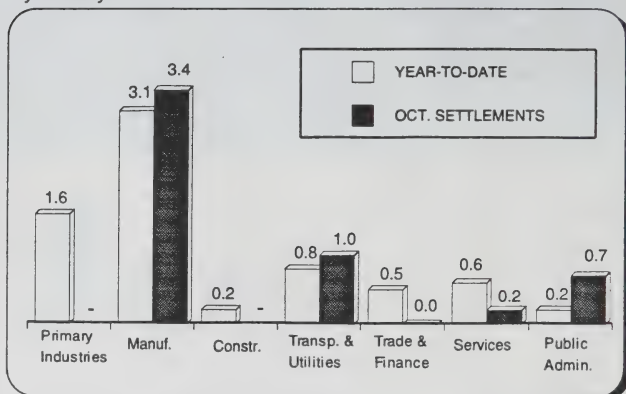
Base rate wage adjustments from major collective bargaining settlements reached in **October averaged 2.7 per cent** annually over the contract term, up from 1.5 per cent in September, and 1.2 per cent in August. The result for January-to-October is an average increase of 0.9 per cent, the same as for 1995 as a whole.

The October results are based on a review of 25 agreements covering 43,612 employees. When the parties to these settlements previously negotiated - with an average contract duration of 33.5 months - the resulting wage adjustments averaged 2.2 per cent, slightly lower than the 2.7 per cent in their current settlements.

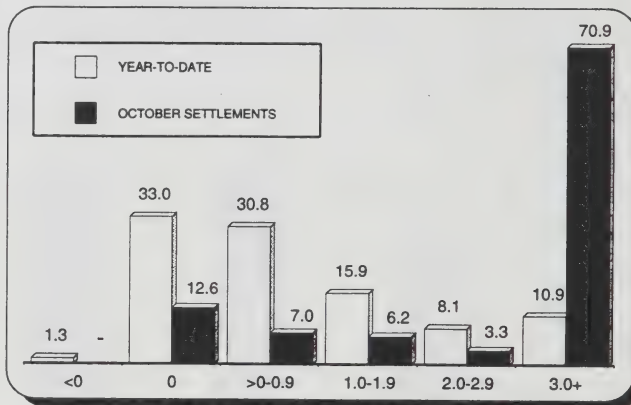
Private sector wage adjustments for 34,924 employees in 14 settlements in October averaged **3.2 per cent**, the same as in September, but above the 2.0 per cent private sector average for the year to date. The private sector adjustment as well as the overall wage adjustment in October were, as in September, significantly influenced by results in the auto-manufacturing sector. For 28,060 General Motors employees (close to two-thirds of the October total), wage increases averaged 3.5 per cent annually over the contract term (including estimated COLA-generated increases). Other noteworthy private sector settlements included: 1,500 mill employees of Avenor in Quebec and Ontario at 3.7 per cent; 1,453 Northern Telecom employees in New Brunswick and Ontario at 2.6 - 2.8 per cent; 1,400 Loblaws Supermarkets' employees in the Ottawa area, with a wage freeze in a 4-year contract, and 1,361 Navistar International plant employees in Chatham, Ont. at 3.6 per cent.

Public sector wage adjustments averaged **0.5 per cent** in October, the same as in September and for the year to date. There were 11 public sector settlements reached in October, with a coverage of 8,688 employees. The largest concentration of employees - 1,733 correctional services employees in Quebec, gained an average annual increase of 0.7 per cent.

On a regional/jurisdictional basis, the largest concentration of employees was in Ontario, where 17 settlements covering 34,301 employees (79 per cent of all employees in October's settlements) provided wage adjustments averaging 2.9 per cent. In other jurisdictions, 5 settlements covering 6,871 employees in Quebec provided wage adjustments averaging 2.1 per cent; 600 Saskatchewan Crop Insurance employees were subject to a wage freeze in a 33-month contract; and 900 Victoria municipal employees gained a 1.1 per cent annual increase. There were no settlements in other jurisdictions.

Base rate percentage adjustments in October settlements, by industry

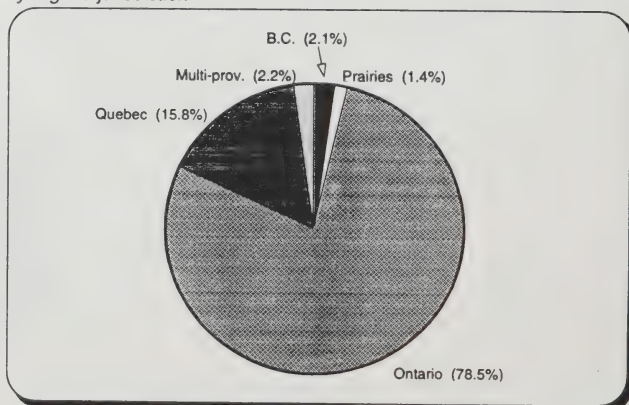
The manufacturing sector had the largest concentration of employees in October's settlements - 76 per cent of all employees; the sector also had the largest wage gains - 3.4 per cent. There were 12 agreements in the industry, covering 32,924 employees (including the 28,060 GM employees). In Public Administration, 5 settlements covering 4,613 employees provided wage adjustments averaging 0.7 per cent; 5 Services sector contracts provided 3,342 employees with adjustments averaging 0.2 per cent; in 2 Trade and Finance agreements, wages were frozen for 2,000 employees, and in the Transportation sector, 733 transit employees gained a 1.0 per cent increase in a 1-year contract. There were no settlements in other industry sectors.

Percentage distribution of employees in October settlements, by size of base rate adjustments

The largest concentration of employees - 71 per cent - was in the 3.0 to 3.9 per cent range (actually 3.5 to 3.7 per cent), with 30,921 employees in 9 private sector agreements. Wages were frozen in 7 agreements covering 5,502 employees - 13 per cent of employees in October's settlements.

•The distribution of settlements and employees by region/jurisdiction for the month of October is shown in the accompanying chart and in the table below:

	<u>Agts.</u>	<u>Empls.</u>
Quebec	5	6,871
Ontario	17	34,301
Prairie provinces	1	600
British Columbia	1	900
Multi-province	1	940

Percentage distribution of employees in October settlements, by region/ jurisdiction

MAJOR SETTLEMENTS REACHED IN OCTOBER

Industry and employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date
Manufacturing (12 agreements)	32,924	3.4	3.1	35.7	
Avenor inc., mill empls., Gatineau (Que.)	700	3.7	3.8	24	1998-04-30
Avenor Inc., mill empls., Dryden (Ont.)	800	3.7	3.8	24	1998-08-31
General Motors, production empls., Boisbriand (Que.)	2,900	3.5*	3.0	36	1999-09-14
General Motors, production empls., Oshawa (Ont.)	13,570	3.5*	3.0	36	1999-09-14
General Motors, production empls., Windsor (Ont.)	1,990	3.5*	3.0	36	1999-09-14
General Motors, production empls., St Catharine (Ont.)	5,690	3.5*	3.0	36	1999-09-14
General Motors, production empls., Windsor (Ont.)	1,650	3.5*	3.0	36	1999-09-14
General Motors, production empls., London (Ont.)	2,260	3.5*	3.0	36	1999-09-14
Walker Exhausts, production empls., Cambridge (Ont.)	550	1.8	2.0	40	2000-02-06
Northern Telecom, office empls., London (Ont.)	513	2.8*	2.7	40	2000-02-25
Northern Telecom, hourly-rated empls. (N.B. & Ont.)	940	2.6*	2.6	40	2000-02-25
Navistar Int'l Corp., production empls., Chatham (Ont.)	1,361	3.6*	3.5	36	1999-10-24
Transp., Comm. & Utilities (1 agreement)	733	1.0	1.0	12	
CTCUQ, transit empls., Quebec (Que.)	733	1.0	1.0	12	1997-06-30
Trade & Finance (2 agreements)	2,000	0.0	0.0	43.5	
Loblaws Supermarkets, retail empls., Nepean (Ont.)	1,400	0.0	0.0	48	2000-04-30
Saskatchewan Crop Insurance, Regina (Sask.)	600	0.0	0.0	33	1997-09-30
Community, Business & Personal Services (5 agreements)	3,342	0.2	0.2	24.5	
Université de Sherbrooke, support, (Que.)	805	0.0	0.0	30	1998-05-31
University of Windsor, faculty-librarians, (Ont.)	520	1.3	1.3	24	1998-06-30
Simcoe County RCSS Board, teachers, (Ont.)	796	0.0	0.0	36	1997-08-31
Carleton University, office/clerical, Ottawa (Ont.)	670	0.0	0.0	15	1997-06-30
Sudbury RCSS Board, teachers, (Ont.)	551	0.0	0.0	12	1997-08-31
Public Administration (5 agreements)	4,613	0.7	0.2	39.4	
Govt. of Quebec, public service empls. (Que.)	1,733	0.7	0.0	36	1998-12-31
Regional Municipality of Niagara, office empls. (Ont.)	680	0.0	0.0	33	1998-12-31
City of North York, outside workers, (Ont.)	750	0.7	0.0	33	1998-12-31
City of North York, clerical / technical empls. (Ont.)	550	0.7	0.0	33	1998-12-31
Capital Regional District, Victoria (B.C.)	900	1.1*	1.0	60	2000-12-31
Agreements with COLA (10 agreements)	31,774	3.4	3.0	36.9	
Agreements without COLA (15 agreements)	11,838	0.8	0.7	30.7	
All agreements (25 agreements)	43,612	2.7	2.4	35.2	

* Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Note: Adjustments are calculated on the rate for a qualified worker at the bottom of the salary scale.

MOST RECENT SETTLEMENTS

Employer	Union	Number of employees	Settlement month
•Hydro Quebec	CUPE	11 314	November 96
•Loblaws Supermarkets (Ont.)	UFCW	8 000	December 96
•Miracle Food Mart (Ont.)	UFCW	5 000	November 96

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status of neg.	Expiry month
Public Sector				
•Radio-Canada	various unions	2 340	Barg./Tent.	April & Sept. 95
•Canada Post	Assn. of Postal Workers/PSAC	8 800	Bargaining	June/Sept 96
•Canada Post	Cdn. Postmasters & Asst. Assn.	7 700	Bargaining	December 96
•Govt. of Newfoundland	Nfld. & Labrador Teachers' Assn.	8 000	Bargaining	December 95
•Govt. of Newfoundland	NAPE	7 500	Bargaining*	March 96
•Govt. Nfld., Hosp. & Nurs. Homes	NAPE / CUPE	9 650	Bargaining*	March 96
•New Brunswick Govt.	N.B. Public Employees	3 255	Bargaining	December 96
•City of Montreal	CUPE	5 100	Post Med.	December 94
•Hydro Quebec	Prof. Engineers	1500	Mediation	December 95
•Ontario Hospitals	CUPE / SEIU	33 800	Mediation	Sept./Oct. 95
•Ontario Hospitals	Ontario Nurses Assn.	45 600	Bargaining	March 96
•Ontario Hydro	CUPE	14 200	Med./Arb.	May 96
•Ontario Hydro	Professional Employees	5 700	Bargaining*	December 96
•Toronto area public schools	various unions	18 850	Bargaining	August 96
•Manitoba Health Organization	Nurses' Union/CUPE/HealthCare Prof.	21 150	Bargaining	March 96
•Saskatchewan Govt.	Saskatchewan Teachers	12 000	Bargaining	December 96
•Saskatchewan Assn. of Health Org.	SEIU / SUN	12 600	Tent./Barg.	Dec. 94/Mar.96
•Prov. Health Auth. of Alberta	UNA / Hlth Sciences	19 500	Med./Arb.	March 95-96
•B.C. Ferry Corp.	B.C. Ferry & Marine Workers Union	4 400	Bargaining	October 96
Greater Vancouver Reg. District	CUPE	8 991	Bargaining	December 96
Private Sector				
•Canadian Airlines International	CUPE / IAM / CAW / CALPA	12 702	Tent. Agts.***	December 95
•Air Canada	CAW / CUPE	6 700	Barg./Tent.	Sept/Oct. 96
•Canadian Pacific Ltd.	Transp., Comm., Int'l Union / IBEW	2 656	Bargaining	December 96
•Sydney Steel Corporation (N.S.)	Steelworkers	700	Post Con. Barg.	September 93
•Bldg. Contractors Assn. of Que.	various unions	53 876	Bargaining**	December 94
•La Brasserie Labbatt (Que.)	Teamsters	1 030	Bargaining	December 96
•Bombardier Inc. (Canadair)	Machinists	4 200	Bargaining	December 96
•Brewers Retail (Ont.)	UFCW	5 000	Bargaining	December 96

* Notice-to-Bargaining

** An accord has been reached on certain issues for all groups except residential

*** An agt. has been ratified with CALPA; others are currently holding ratification votes

Continued on next page

CURRENT KEY NEGOTIATIONS (Continued)

Employer	Union	Number of employees	Status of neg.	Expiry month
•Hudson Bay Mining & Smelting	Steelworkers & Assn. Flin Flon Trade Unions	1 200	Bargaining	November 96
•Garment Manuf. Assn. of Western Canada (Man.)	Union of Needle Trades, Industrial and Textile Employees	1 400	Bargaining	December 96
•Saskatchewan Wheat Pool	Grain Services Union	1 300	Bargaining	January 96
•Canada Safeway (Alberta)	Food Workers	10 455	Bargaining	March 96
•B.C. Tel	Telecommunication Workers Union	10 100	Bargaining	December 95

UPCOMING KEY NEGOTIATIONS

Employer	Union	Number of employees	Expiry month
•St. Lawrence Seaway	CAW	600	December 96
•Greyhound Lines of Canada	Transit Union	1 300	December 96
•Sidbec Dosco (Que.)	Steelworkers	1 800	January 97
•Montreal Urban Transit Comm.	various unions	6 755	January 97
•Polysar Rubber	CEP	962	January 97
•Lakehead Terminal Elevators Assn.	TCI	814	January 97
•City of Edmonton	various unions	3 569	January 97

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